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This bibliography was prepared as an aid to professional workers in rehabilitation who are concerned with work evaluation. The entries are arranged alphabetically by author within the following categories: periodicals, pamphlets, abstracts, bibliographies, and references, government publications, and books. Criteria for inclusion of material included: (1) major significance for vocational rehabilitation, (2) published within the last 10 years, unless considered a classic, (3) widely circulated and popular, and (4) concerned with psychological evaluation, social and personal adjustment, counseling, placement, and educational aspects of disabilities as they apply to work. Selected titles in related fields of medicine, sociology and special education are also included. (JK)

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RESEARCH & TRAINING CENTER
IN VOCATIONAL REHABILITATION
of the University of Pittsburgh
Johnstown, Pennsylvania

BIBLIOGRAPHY OF VOCATIONAL REHABILITATION WITH EMPHASIS ON WORK EVALUATION

January 1968

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The Research and Training Center in Vocational Rehabilitation operates under a grant from the Social and Rehabilitation Services of the Department of Health, Education, and Welfare. A cooperative effort between the University of Pittsburgh and the Pennsylvania Bureau of Vocational Rehabilitation, the Research and Training Center provides training programs for state and private rehabilitation agency personnel, and conducts research projects in the rehabilitation process.

(DHEW), Washington DC

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FOREWORD

This bibliography has been prepared as an aid to professional workers in rehabilitation concerned with "the art of work evaluation," as well as an aid to scholars who may wish to refer to material in the area of vocational assessment.

In general, we have attempted to include professional books, articles from periodicals, professional papers, pamphlets and manuals. Selection was based on requirements such as being: of major significance in vocational rehabilitation; published within the last ten years (unless considered a classic); widely circulated and popular, concerned with psychological evaluation, social and personal adjustment, counseling, placement, and educational aspects of disabilities as they apply to work; and selected titles in related fields of medicine, sociology, and special education.

No attempt has been made to cover completely such important tangential subjects as exceptional children, social work, anthropology, pharmacology, orthopedics, and related fields.

Nominations for inclusion in subsequent issues of this bibliography and corrections of errors in current references are invited.

January 1968

Compiled by
Elmer Match, Ed.D.
Program Director

PERODICALS

Abel, Theodora M. A study of a group of subnormal girls successfully adjusted in industry and the community. *American Journal of Mental Deficiency*, 1940, *45*, 66-72.

Acker, M. & Thompson, D. A. Development of the prevocational unit: Stanford Rehabilitation Service. *Archives of Physical Medicine and Rehabilitation*, 1960, *41*, 195-198.

> This is an effort to develop tools which will enhance vocational prognosis. The prevocational unit is visualized as one to be used for the evaluation of vocational potential of vocationally handicapped clients. The chief concerns of the unit are learning ability, emotional tolerance, skill potential, and the ultimate objective for each client is the determination of his ability to develop and sustain levels of work behavior acceptable to industry.

Adler, E. & Tal, E. Relationship between physical disability and functional capacity in hemiplegic patients. *Archives of Physical Medicine and Rehabilitation*, 1965, *46*(11), 745-752.

Ajirogi, H. H. & Kino, M. Hawaii work training program. *Rehabilitation Record*, 1962, *3*, 20-22.

> This describes an OVR-sponsored project, undertaken in 1960, which has accelerated the vocational habilitation of the mentally retarded in Hawaii. The project is designed to provide work evaluation, work training, and job placement for the mentally retarded in Hawaii. In addition to the workshops there is also on-the-job training with established businesses. Training fees are paid to the employers. One-fourth of the job placements have been achieved through on-the-job training programs.

Alger, et al. Rejection of help by some disabled people. *Journal of Rehabilitation*, 1955, *21*, 11-13; 16-18.

Altus, W. D. & Mahler, C. A. The significance of verbal attitude in the type of occupation pursued by illiterates. *Journal of Applied Psychology*, 1946, *30*, 155-160.

Anderson, W. & Kunce, J. Stresses of discharge for the mental patient. Journal of Rehabilitation, 1962, 28(3), 21-22.

Angers, P. The dangers of evaluative labeling. Vocational Guidance Quarterly, 1958, 7(1), 26-31.

Appell, M. J., Williams, C. M., & Fishell, K. N. Significant factors in placing mental retardates from a workshop situation. The Personnel and Guidance Journal, 41, 260-265.

> This study attempted to discover differences between 25 terminal (long term) retarded trainees and 12 employed retarded trainees. For this purpose a Work Evaluation Report (WER) was developed, which covered three general areas: (1) general abilities, (2) work approach, and (3) social attitudes and adjustment Characteristics in the area of general abilities on the WER such as learning speed, attention span, manual dexterity (gross) and following instruction (oral) showed significant differences between groups.

Appell, M. J., Williams, C. M., & Fishell, K. N. Factors in the job holding ability of the mentally retarded. Vocational Guidance Quarterly, 1964-65, 13(2), 127-130.

> This is a study of the characteristics which differentiate successful and unsuccessful retardates in competitive employment. Results indicate that those achieving success spend less time in outside employment. No differences were found in intelligence or educational level.

Ayers, A. J. A form used to evaluate the work behavior of patients: a preliminary report. American Journal of Occupational Therapy, 1954, 8(2), 73-74.

Ayers, A. J. A pilot study of the relationship between work habits and workshop production. American Journal of Occupational Therapy, Nov.-Dec. 1955, 9, 264-67,297.

Baganz, Paul C. Problems associated with the vocational rehabilitation of drug addicts. Rehabilitation Counseling Bulletin, September 1966, 10, 18-22.

This article is concerned with the vocational rehabilitation aspects of patients addicted to narcotic drugs from The Public Health Service Hospital in Fort Worth.

Baroff, G. S. & Tate, B. G. A demonstration sheltered workshop in a state institution for the retarded. Mental Retardation, 1966, 4(3), 30-34.

Describes the growth, the problems faced and the present status of a sheltered workshop at Mudoch Center, a state school of North Carolina for the mentally retarded.

Barrett, A. M., Relos, R., & Eisele, Jack. Vocational success and attitudes of mentally retarded toward work and money. American Journal of Mental Deficiency, 1965, 70(1), 102-107.

Two groups of mentally retarded individuals, composed of subgroups at four different institutions in the United States, and equated relatively as to I. Q., age, and educational background were examined with 20 items designed to reveal differences between the groups on attitudes toward work and the use of money.

Barshop, I. Special considerations in providing long-term sheltered workshop experiences for older disabled persons. Journal of Jewish Communal Services, 4, 378-383.

After reviewing past and current workshop programs for older disabled persons conducted by the Federation Employment and Guidance Service (FEGS) of New York City, the author discusses some of the factors that should be considered in conducting such a program, along with approaches used at FEGS in dealing with these problems. Among these factors were: long-term obligations, continuity of work, part-time work arrangements, special counseling considerations, client over-extension, and crowding of facilities.

Baumeister, A. A. Use of the WISC with mental retardates: a review. American Journal of Mental Deficiency, 1964, 69, 183-204.

A review of studies on the use of the WISC with mental retardates. When the WISC is administered to low-functioning individuals certain difficulties are presented such as the limitation of the range of I. Q. scores and reduced reliability toward the lower end of the distribution. For less retarded individuals WISC scores one can predict achievement, probably verbal and manual learning and the Stanford-Binet I. Q.

Behring, Daniel W. Activities and Academic Achievement. The Personnel Guidance Journal, March 1966, 44, 734-737.

A quantitative scale of preference for activities (APAS) which differentiated between high and low achievers as measured by GPA (grade-point average) was developed and validated. The APAS Scale can be of use to counselors, as the APAS scores of high and low achievers, were found to be significantly different.

Bergman, J. et al. A community focused institutional approach to mental retardation. American Journal of Mental Deficiency, 1962, 67, 94-100.

The Glenwood State School (Iowa) developed the Community Services Program to improve the school's ability to move patients out and to admit applicants in need of institutional care. The basic concepts underlying the program were: (1) the retarded person has much in common with normals; (2) the family, church, and community should provide for the retarded; (3) state institutions should provide treatment, education, and training programs which cannot be provided on a local level; (4) specialized services for the retarded are only as effective as are the services upon which they depend; (5) state institutions should assume a role of active leadership in program development within the state; and (6) cooperation between related services and interests is essential for the development of a well integrated program.

Beard, J. H., Schmidt, J. R., & Smith, M. M. Use of transitional employment in the rehabilitation of the psychiatric patient. Fountain House Foundation. Journal of Nervous and Mental Disease, 1963, 136, 507-14.

Bieliavskas, V. T., & Wolfe, H. D. The attitude of industrial employers toward hiring of fromer state mental hospital patients. *Journal of Clinical Psychology*, 1960, *16*, 256-259.

Black, B. J. Rehabilitation of post-psychotic patients by industrial workshop. *Disorders of the Nervous System*, 1961, *22*(4), 125-128.

Review of the first seven years' operation of Altro Health and Rehabilitation Services, Inc. The author discusses the importance to the mental patient of having an intermediary work experience between that of the hospital and the real world.

Black, B. J. The workshop in a changing world. *Rehabilitation Literature*, 1965, *26*, 230-243.

Examines the workshop from three points of view:
(1) social-psychological; (2) public-health; and
(3) as an economic unit.

Blackman, L. S. & Kahn, Harris. Success and failure as determinants ofaspiration shifts in retardates and normals. *American Journal of Mental Deficiency*, 1963, *67*, 751-755.

This study evaluated the effects of equal magnitudes of experimentally controlled success and failure experience of the Aspiration Shifts of 48 educable mentally retarded adolescents at Edward R. Johnston Training and Research Center (CA=18.11, range of 15.8 to 22, I. Q. = 66.15, range of 61.3 to 68.4) and a control group of normals (equal CA).

Blocher, Donald H. Wanted: A science of human effectiveness. *Personnel Guidance Journal*, March 1966, *44*, 729-733.

Counseling must be based upon an underlying discipline that deals with human effectiveness. A possible model for organizing such a discipline is proposed along with certain constructs that may be helpful in conceptualizing the development of effective behavior.

Block, J. R. & Campbell, W. J. Physical disability and industrial safety. The Personnel and Guidance Journal, 1963, 42, 117-120.

> The accident rate of Abilities Inc. at Albertson, New York, where all employees are severely and permanently physically disabled, is lower than other companies in the same industry of the same size, employing physically normal persons. Working conditions are not considered to be substantially different from those in other companies of the same size in the same field. The authors hypothesize that motivation and acceptance of oneself are key factors in safe industrial performance.

Block, J. R., et al. Some correlates of job satisfaction among disabled workers. The Personnel and Guidance Journal, 1964, 42, 803-810.

> 249 disabled employees of Abilities Inc., Albertson, New York, were rated on an Attitude Toward Work Scale to determine job satisfaction. The satisfied and dissatisfied groups were compared on twenty-one variables by using chi-square. Job satisfaction was found to be positively related to socio-economic status, self-acceptance, authoriatarianism, and age. The conclusions were that the correlates of job satisfaction among disabled workers are essentially those to be found with physically normal workers.

Blodgett, Harriet E. Clinical evaluation of the adolescent retardate. International Record of Medicine and Practice, 1961, 174, 150-155.

> Pertinent factors are discussed which should be considered in the predictive assessment of the adolescent retardate. Evaluation of the adolescent is composed of several elements representing both measurement and judgment. Evaluation should also include consideration of the effect of past experience on present adjustment, particularly the influences of home and parental attitudes and practices and those of previous school experiences.

Bolduc, T. E. Social value-need patterns in mental retardates. Journal of Consulting Psychology, 1960, 24, 472-479.

Fifty white retarded females (25 institutional, 25 special education classes) were tested on a scale on 95 items with each item constructed so that subjects had to make a forced response to a social situation. The choice was either social value or a social need. By a method of matrix intercorrelations six factors were extracted which reflected differences between value and need responses.

Bordin, E. S., Nachmann, Barbara & Segal, S. J. An articulated framework for vocational development. *Journal of Counseling Psychology*, 1963, *10*, 107-117.

Boyd, J. B. Interests of engineers related to turnover, selection, and management. *Journal of Applied Psychology*, 1961, *45*, 143-149.

Braceland, Francis J. The role of the psychiatrist in rehabilitation. *Journal of the American Medical Association*, 1957, *165*(3), 211-215.

Discusses the relationship between psychiatry and rehabilitation, the psychological hazards of disablement, accepting a handicap, the role of the rehabilitation worker, and the psychiatrist as a member of the rehabilitation team.

Brandzel, R. Role-playing as a training device in preparing multiple-handicapped youth for employment. *Group Psychotherapy*, 1963, *16*(1-2), 16-21.

A pilot project at the Chicago Jewish Vocational Center concerned with the use of role-playing as a means of providing practice for skill in meeting situational demands, of dealing with deficiencies in social experience and awareness, and of conditioning experience in establishing self-confidence is detailed.

Brennan, J. J. Modified community employment for the mental patient. *Journal of Rehabilitation*, 1964, *34*(4), 21,44.

This article explains the development, operation, and experiences of the VAH Hospital in Bedford, Mass. Mental patients perform work and receive payment in a similar manner to outside industrial paid-work programs. This program has resulted in shorter hospitalization and reduced readmissions. In addition to the increased patient rehabilitation, the author cites the improvement of employer and community attitudes toward the mental patient and his reintegration into society.

Brennan, M. & Roqatz, P. Vocational rehabilitation service in a general hospital. Hospitals, 1966, 40, 63-68, 70.

Results discussed of a three year project (at Long Island Jewish Hospital) of vocational rehabilitation services for disabled patients in suburban and urban fringe areas, variety of tasks developed for evaluation, and the program's impact on the hospital and those served.

Briggs, P. F. The validity of WAIS performance sub-tests completed with one hand. Journal of Clinical Psychology, 1960, 16, 318-320.

This study compared the importance of having a dominant or a nondominant hand available as contrasted with having both hands available for the completion of the four WAIS sub-test: digit symbol, object assembly, block design, and picture arrangement. 96 subjects were examined.

Brightman, I. J. Public health concern with the sheltered workshops. American Journal of Public Health, 1963, 53, 450-461.

Aspects of community health and medical care that should be considered in the development of sheltered workshop programs aimed at total rehabilitation of the handicapped.

Brill, R. G. Hereditary aspects of deafness. Volta Review, 1961, 63, 168-175.

Brown, R. The acquisition of language. Disorders of Communication, 1964, 42.

Bruce, W. Social integration and effectiveness of speech. *Volta Review*. 1960, *62*, 368-372.

Bryant, Daniel C. Designing for the mentally handicapped. *Rehabilitation Literature*, 1964, *25*(11), 331-332,340.

Buchanan, C. & Gustave, N. Rehabilitation of the hysterectomy patient. *Journal of Rehabilitation*, 1963, *29*(2), 17.

Budoff, M. & Liebowitz, J. Tolerance for stress among institutionalized mildly retarded adolescent. *Journal of Consulting Psychology*, 1964, *28*(4), 333-341.

> Nursing personnel rated institutionalized mentally retarded (CA 13-22; I. Q. 55-75) on the two dimensions of good and poor adjustment to dormitory and good and poor control of behavior in dormitory.

Burdett, Arthur D. An examination of selected pre-vocational techniques utilized in programs for the mentally retarded. *Mental Retardation*, 1963, *1*(4), 230-235.

> The paper examines the work sample approach, client performances in sheltered workshops and psychometric evaluative techniques that are included in many existing prevocational programs for the mentally retarded adolescent.

Burg, Billie W. & Barrett, Albert M. Interest testing with the mentally retarded. A bi-sensory approach. *American Journal of Mental Deficiency*,

> Thirty-nine males and forty females retardates, all in training toward some goal of occupational adjustment, were given a modification of the Geist Picture Interest Inventory (GPII). The mean CA of males and females respectively were 19 and 23; I. Q.'s were 61.87 and 55.92 for males and females respectively. The method of administering the GPII was modified by introducing a verbal description of each picture in accompaniment with the visual presentation.

Burke, J. A., Isaac, D. M. & LaFave, H. G. Re-appraisal of the diagnosis of mental deficiency in mental hospitals. Journal of Clinical Psychology, 1963, 19, 359-361.

> This study is based on the chronic population at Medfield State Hospital, Harding, Mass., where some patients are diagnosed as mentally deficient and others are considered mentally deficient by the staff and ward personnel, although not dianosed as such. The patients were tested on the vocabulary, picture completion, and information subtests of the Wechsler-Bellevue Intelligence Scale. Results suggest that unfavorable diagnoses, low levels of expectation, and custodial type of treatment are involved in the continuing chronicity of many mental patients.

Campbell, David P. The 1966 revision of the strong vocational interest blank. The Personnel and Guidance Journal, 44, 744-749. March, 1966.

> This is a report of the revised version of the Men's form of the Strong Vocational Interest Blank and how that revision came to be. Also discusses what changes were necessary and what it means for the practitioner who is concerned about the measurement of interests.

Campbell, E. A. How safe are your shop facilities? The New Outlook For The Blind, 1963, 57, 131-134.

> Accident prevention goals and safety precautions to be observed in designing, arranging, and managing a workshop program for the blind are discussed. Included is a checklist for planning, analysis, and hazard elimination in new and existing facilities.

Campbell, F. E. Alaska NRA Chapter develops habilitation house. Journal of Rehabilitation, 1965, 31(5), 18-19.

> Preparing dependent Alaskans from remote villages for independent living in the evolving economy of Anchorage is being met by a pilot residential program sponsored by ten cooperating agencies.

Carkhuff, Robert R. & Truax, Charles B. Toward explaining success and failure in interpersonal learning experiences. *The Personnel and Guidance Journal*, *44*, 723-728, March 1966.

The findings from programs of guidance, counseling, and psychotherapy suggest an answer to Eysenck's challenge to the efficacy of the "helping" professions. The direct suggestion is that students, clients, and patients may be hurt as well as helped in the interpersonal encounter.

Carroll, T. E. Sin, sloth, and sheltered employment. *The New Outlook for the Blind*, 1966, *60*, 90-92.

Questions the idea that work experience is valuable to all handicapped persons. "Certainly the need for expansion in terminal workshops might not be either as urgent or as necessary as we frequently hear if we changed some of our attitudes toward the intrinsic honorific value and virtue or work and stopped looking for a twentieth century model of the seventeenth century workhouse." Suggests it might be better to increase cash disability benefits and programs of recreational opportunities for the handicapped.

Clarke, D. & Biscardi, A. Industrial therapy in a large psychiatric hospital. *Psychiatric Quarterly*, 1963, *37*(4), 631-641.

The authors describe and evaluate a program of industrial therapy as it was set up and carried out at Pilgrim State Hospital in New York state. The aim of their program is rehabilitation "... particularly in the area of preparing patients to meet the demands of private industry upon hospital release (p. 631)." Through a voluntary work program attempts were made to place the patient in a job situation according to his physical and psychological needs and to correlate the job assignment with the individual's total treatment objective. The industrial supervisors and the doctors coordinated their efforts and kept a close follow-up to determine placement success.

Coburn, Herbert H. The psychological concept of dependency. *Rehabilitatio Record*, 1964, *5*(2), 37-40.

Cohen, J. S. An analysis of vocational failures of mental retardates placed in the community after a period of institutionalization. *American Journal of Mental Deficiency*, 1960, *65*, 371-375.

Cohen, J. S., et al. The development of a job instructor training program for institutional service workers. *American Journal of Mental Deficiency*, 1961, *66*, 381-386.

The author states that one of the most meaningful and effective forms of vocational training for the mentally retarded in a residential setting is supervised work placement of residents within the institutional work areas. To accomplish this work requires skilled work supervisors; therefore the authors discuss and evaluate a Job Instructor Training Program.

Cohen, J. S. Employer attitudes towards hiring mentally retarded individuals. *American Journal of Mental Deficiency*, 1963, *67*, 705-713.

A questionnaire and attitude check list were sent to a sample of employers. Hypotheses were advanced that employer's attitude toward hiring mentally retarded individuals are related to: (a) the employer's contact with a rehabilitation training center; and (b) the employer's concept of retardation. Neither hypothesis was supported. The author concludes, "It appears that the mere acquisition of accurate knowledge regarding the retarded and their vocational potential does not tend to an accepting attitude in employment situations."

Cohen, J. S. & Williams, C. E. A five-phase vocational training program in a residential school. *American Journal of Mental Deficiency*, 1962, *66*, 230-237.

A discussion of areas to be included in vocational training programs for mentally retarded students in residence schools. It should provide sequential, structural, and realistic vocational experience and should emphasize the development of non-specific skills required on most jobs (interpersonal relations, etc.).

Cohen, J. S. & Rusalem, H. Occupational values of retarded students. *American Journal of Mental Deficiency*, 1964, *69*, 54-61.

Occupational values of three groups of subjects: (1) eighty-five secondary school age students attending the Johnstone Training and Research Center in New Jersey; (2) ninety-two secondary school age students attending special classes for mentally retarded maintained in the public school system; and (3) ninety-nine secondary school students attending regular classes maintained for all students.

Cohen, J. S. A workshop operation within the framework of a state institution. *American Journal of Mental Deficiency*, 1961, *66*, 51-56.

Describes the steps taken in the development of a workshop within the Edward R. Johnstone Training and Research Center, the training benefits provided the students and the integration of the workshop within the overall vocational training program.

Cohen, M. E. & Lafave, H. G. Structured work program aids schizophrenics. *Journal of Rehabilitation*, 1965, *31*(4), 17.

The purpose of this ongoing program at Medfield State Hospital, Massachusetts, is to prepare patients for employment in the community. In order to accomplish this, patients are assigned to jobs in the hospital that are specific, varied, and individual. Patients are evaluated by the work supervisors bi-weekly and are gradually moved to day work placements outside the hospital. A half-way house on the hospital grounds also helps in preparing for community living. Results indicate that such a work program has greater potential than traditional programs for treating chronic schizophrenics.

Cohen, M. E. Work as a therapeutic tool in the state mental hospital. *Mental Hygiene*, *49*, 358-363.

Outlines some of the approaches used at Medfield (Mass.) State Hospital in attempting to solve the problems of vocational preparation of hospitalized mental patients. The author advocates a structured program of work, recreation, and other activities. It is recommended that hospital life should be a replica of the outside community.

Cole, N. J., et al. Employment and mental illness. *Mental Hygiene*, 1965, *49*(2), 250-259.

This study was designed to provide some information about the hiring practices of the business world. A series of questions were presented to sixty-seven employers, such as: What is mental illness as far as the businessman is concerned? A general conclusion was that work opportunities for mental patients have a poor prognosis.

Cole, N. J., Shupe, D. R., & Allison, R. B. Work performance rating of former psychiatric patients. Journal of Occupational Medicine, 1966, 8(1), 1-4.

> Reports an analysis of the work ratings of a group of 137 male former psychiatric patients: 45 schizophrenics and 92 psychoneurotics. Their performances were compared with the average employee performance within the industries under study and also with that of a sample of control subjects matched for age, sex, education, and specific job description.

Connors, J. E., et al. Outcome of post-hospital rehabilitative treatment of mental patients as a function of ego strength. Journal of Counseling Psychology, 1960, 7, 278-282.

Cook, W., et al. Do heart disease patients benefit from work recommendations? Journal of Occupational Medicine, 1962, 4, 411-418.

> Description of methods and findings of a 10-year study designed to evaluate the effect of work on patients with heart disease. The authors propose pooling of results of like studies based on standardized techniques in order to give more cases for more reliability.

Cortazzo, A. D. Increasing sociability for the retarded through activity programs. Journal of Rehabilitation, 1964, 30(2), 13-14.

> Activity programs enhance the personal and social development of individuals who are too handicapped to be acceptable for a sheltered workshop program. These individuals are given an opportunity to participate with others who are similarly handicapped in training and in adjustment to activities of daily living.

Crites, J. O. "Ego-strength in relation to vocational interest development." Journal of Counseling Psychology, 1960, 7, 137-143.

Crites, J. O. "Factor analytic definitions of vocational motivation." Journal of Applied Psychology, 1961, 45, 330-337.

Cromwell, Forence S. A procedure for pre-vocational evaluation. American Journal of Occupational Therapy, 1959, 13(1), 1-4.

Crump, W. A. & Harry, W. M. Foster homes help mentally retarded. Rehabilitation Record, 1964, 5, 23-25.

Residence in foster homes in Atlanta has been found to be a significant help in the vocational rehabilitation of a group of mentally retarded persons from outlying areas of Georgia. The foster homes helped the retardates to learn and practice good personal habits, develop good attitudes, social skills, and work habits, and to learn to use leisure time wisely.

Dailey, C. A. The life history approach to assessment. Personnel Guidance Journal, 36(7), 456-460.

Danielson, R. H. Relationships among ego-strength, motivation, and degree of success in rehabilitation activity. Rehabilitation Counseling Bulletin, 1965, 8(3), 82-88.

There is a need to develop new methods for predicting the successful rehabilitation of clients. The study attempted to demonstrate whether relationships exist between ego-strength, motivation level, degree of disability, rehabilitation activity, and rehabilitation potential. The degree of disability appears to account for much of the variance that was observed.

Davis, Carl J. Development of the self-concept. The New Outlook for the Blind, 1964, 58(2), 49-51.

Dayan, M. Adaptive behavior and sociometric status among the mentally retarded. American Journal of Mental Deficiency, 1964, 68, 599-601.

The Gardner Behavior Chart was used to rate 298 institutionalized mentally retarded individuals and the scores compared with sociometric acceptance and rejection of their peers in their respective cottages. The findings indicated that there is a high agreement with the generalization that individual adaptive behavior is positively and significantly associated with rejection status.

Delp, Harold A. Criteria for vocational training of the mentally retarded; a revised concept of the necessary mental level. Training School Bulletin, 1957, 54, 14-20.

An analysis of subjective and objective data on approximately 200 students at the Vineland Training School on the relationships of mental level to vocational training. Results emphasized the necessity of considering personality in vocational training and placement, rather than just "minimum mental level" of a job.

Denber, H. C. B. Industrial workshop for psychiatric patients. Mental Hospital, 1960, 4, 16-18.

A year's experience in the operation of an industrial workshop as reported. Specific operational problems in the initiation and maintenance of the program do not outweigh the advantages cited. (Manhattan State Hospital, N. Y. C.).

Dent, Harold E., Dole, Arthur A., & Gaston, John E. Hospitalization as a component in social distance. Rehabilitation Counseling Bulletin, June 1966, 9, 134-141.

This pilot study was primarily concerned with the relative influence of mental health status, ethnic origin, competence, and understanding of others, upon social acceptance. The subjects were college students with diverse ethnic backgrounds living in a highly tolerant American city.

DiMichael, S. G. Providing full vocational opportunities for retarded adolescents. Journal of Rehabilitation, 1964, 30(4), 10-12 30-31.

Describes a comprehensive plan based on categories of mentally retarded persons: competitively employable, marginal competitively employable, marginal sheltered employable—focusing on "vocational preparation for adult life" as opposed to academic ability categories and aims.

DiMichael, S. G. Vocational diagnosis and counseling of the retarded in sheltered workshops. American Journal of Mental Deficiency, 1960, 64, 652-657.

DiMichael discusses rapid growth, untrained personnel, and cautions those in workshops to be critical of developing practices without sound science to back them up. He also talks about some of the features of workshops, e. g. vocational diagnosis, work evaluation, work samples, and group counseling.

Dolnick, M. M. Contractor opinions of sheltered workshops. Journal of Rehabilitation, 1964, 30, 23-25.

The workshop that best demonstrates sound business principles has the best chance of getting contracts. The best sales presentation is a straight forward business-like approach. Contractors generally stated that they believed workshop prices were low. The investigators felt that workshops could in many cases increase prices without a significant loss in contract revenue.

Doppelt, J., Seashore, H., & Odgers, J. Validation of the differential aptitude tests for auto mechanics and machine shop students. Personnel Guidance Journal, 1959, 37(9), 648, 655.

Drake, T. S. & Potts, Isabel A. Rehabilitation of the blind. Occupational Therapy, June 1960, 23, 21-28.

Dubrow, M. Sheltered workshops for the mentally retarded as an educational and vocational experience. *The Personnel and Guidance Journal*, 1960, *38*, 392-395.

> Tentative generalizations are offered as to worker characteristics, and workshop techniques related to placeability of clients at Association for Help of Retarded Children in New York City. Results of four years of operation under an O. V. R. grant.

Dubrow, Max. Work procurement and job production. *American Journal of Mental Deficiency*, 1958, *63*, 355-359.

> This paper is concerned primarily with the means of work procurement found most successful by Dubrow, and the kind of jobs most helpful for developing skills in the mentally retarded individual. Dubrow feels that contract work provides a medium for training in the vocational field and requisite social behavior and attitudes needed in functioning in the world of work, both outside and inside the workshop.

Dvonch, P., et al. Vocational findings in post-disability employment of patients with spinal cord dysfunction. *Archives of Physical Medicine and Rehabilitation*, 1965, *46*(11), 761-766.

Elliott, C. K. Age and internal labour mobility of semi-skilled workers. *Occupational Psychology*, October 1966, *40*, 227-236.

> This possibility that movement to different jobs in the same firm may be an age-related phenomenon.

Erikson, Erik H. Identity and the life cycle, *Psychological Issues*, Volume I, Number I New York: International Universities Press, Inc., 1959.

Feintuch, Alfred. Contributions of the sheltered workshop to the habilitation of the cerebral palsied. *Cerebral Palsy Review*, March-April, 1961, *22*, 25-26.

> Discusses the major contributions of sheltered workshops in the habilitation of the cerebral palsied.

Feintuch, Alfred. The sheltered workshop of the Jewish Vocational Service. Rehabilitation in Canada, Summer 1962.

Describes the development of the Montreal Sheltered Workshop from opening in 1950, through the resolutions of the 'terminal' vs. 'work adjustment' dilemma. Details of staffing, clients' hours and wages. Results and four case histories are included.

Ferguson, L. W. "Ability, interest, and aptitude." *Journal of Applied Psychology*, 1960, *44*, 126-131.

Ferguson, R. G. Smoothing the transition. *Rehabilitation Record*, 1961, *2*, 12-14.

The MacDonald Training Center is a workshop for the mentally retarded. Three basic training areas have been distinguished: personal adjustment, prevocational training, and vocational training. The greatest needs are in the personal adjustment areas. The staff members try to build success experiences and increase the self-confidence of their clients.

Ferguson, Robert G. Evaluating vocational aptitudes and characteristics of mentally retarded young adults in an industrial-agricultural workshop. *American Journal of Mental Deficiency*, 1958, *62*, 787-791.

This article discusses some of the problems encountered, specifically in developing and finding tools of evaluation suitable for the mentally retarded young person and lists the names of the tests his Center uses for intelligence, dexterity, and personality evaluations.

Forsyth, R. P. & Fairweather, G. W. Psychotherapeutic and other hospital criteria: The Dilemma. *Journal of Abnormal and Social Psychology*, 1961, *62*, 598-604.

Fox, Sharlene, Miller, Gregory A., & Lawrence, Richard. The rehabilitant: a follow-up study. *Rehabilitation Counseling Bulletin*, March 1967, *10*, 99-107.

A study which attempts to discover answers to several questions regarding former VR clients, listed as "closed-rehabilitated" in the files. A sample population of twenty rehabilitants were interviewed. Results and conclusions of the survey are discussed.

Fraenkel, W. A. Planning the vocational future of the mentally retarded; current trends in community programing. Rehabilitation Literature, 1961, 22, 98-104.

A review of past attitudes towards and concepts of the mentally retarded and an outline of some current procedures. Interviews, school records, vocational interest and work experience can be used to indicate readiness for employment. To supplement this one might use: Vineland Social Maturity Scale, Interest Tests, Personality Tests, and the General Aptitude Test Battery developed by the United States Department of Labor.

Friend, E. The significance of evaluee-evaluator relationship. Rehabilitation Counseling Bulletin, 1966, 9, 123-126.

Describes the step-by-step, goal-oriented development of evaluee-evaluator relationship and documents references to basic concepts used in the description. ". . . it is the paramount function of the evaluator to interpret (to the client) just what it is that is expected of him." Describes the leading of the client from subtleties of the task to the relation of the task to the whole and an awakening realization of his potentialities.

Furman, Sylvan S. A simplified approach to the promotion of vocational adjustment in mental patients. Mental Hygiene, 1964, 48, 114-120.

A report on a type of transitional, clerical, sheltered vocational evaluation and experience. Over a twenty-two month period, a group of thirty-two convalescent mental patients were given work experiences in a realistic office setting under normal supervision, with clinical responsibility remaining with the referral source.

Galazan, Michael M. Evaluation's goal: prediction or elimination. Rehabilitation Record, 1961, 2(4), 16-18.

Garrett, J. F. Whither workshops? Rehabilitation Record, 1960, 1, 9-12.

What is needed now is the extension of the evolution of the workshop into the future. This includes work evaluation programs, branch unit programs, and give-and-take between the workshop specialists and allied professions.

Gelfand, B. Some work types met in work evaluation. *Rehabilitation Literature*, 1965, *26*, 335-338.

Divides work-evaluation clients into three "types" based on ego-defense concepts: (1) "catalytic-dependent," (2) "resistive-dependent," and (3) "isolated." Recommends identification of the "type" to which each client belongs, so that the work-evaluator can manage him more effectively.

Geller, R. E. Rehabilitation after placement; the importance of follow-up in the rehabilitation process. *Journal of Jewish Communal Services*, 1962, *39*, 217-221.

A placement supervisor and a psychologist define follow-up as an extension of training and preparation for a job, an integral part of the vocational rehabilitation process. Placement is viewed as an intermediate step; follow-up procedures must be tailored to the nature of the client's disability and the type of employer who hires him. Some guidelines for a follow-up method found to be effective in most cases are outlined.

Gellman, W. The vocational adjustment shop. *The Personnel and Guidance Journal*, 1961, *39*, 630-633.

A discussion of the vocational adjustment shop as a situational technique, unemployability and vocational development, vocational adjustment shop programs, and the advantages and disadvantages of a vocational adjustment shop.

Gellman, William. Achieving productivity for the Cerebral Palsied. *Journal of Rehabilitation*, 1961, *27*, 10-12, 43-45.

Gellman, William. Rehabilitation services in a workshop setting. *Jewish Vocational Service (Chicago) Journal of Rehabilitation*, Jan.-Feb. 1965, *31*, 34-37.

Gellman, W. & Friedman, S. B. The workshop as a clinical rehabilitation tool. Rehabilitation Literature, 1965, 26, 34-38.

> Reviews factors influencing the shift from terminal workshop to the transitional workshop, and from the latter to the psychologically oriented vocational adjustment workshop. Essential components of the latter are listed. Functions of a vocational adjustment workshop are discussed, and seven criteria for evaluating such a workshop as a professional rehabilitation tool are suggested.

Gellman, William & Friedman, Simon B. A workshop for overcoming barriers to employment. Vocational Guidance Quarterly, 1953, 2, 29-32.

> Description of the Vocational Adjustment Center of Chicago. This is a nonsectarian workshop in which individuals can overcome psychological and other barriers to employment and learn to assume the role of workers.

Genetti, A. Continuing vocational evaluation through the school years. Hearing News, 1962, 30(2), 3-6.

Ghei, S. Vocational interests, achievement and satisfaction. Journal of Counseling Psychology, 1960, 7, 132-136.

Gladis, M. & Minton, H. Job incentive preferences of emotionally disturbed patients. Journal of Counseling Psychology, 1962, 9, 54-57.

> Job incentive preferences of emotionally disturbed patients in a hospital were found to be very similar to the preferences of those patients hospitalized for other than emotional disturbances.

Gnat, T. Organization of psychiatric rehabilitation in Poland. Journal of Psychiatric Nursing, 1966, 4, 183-185.

> Summarizes a government organized and directed rehabilitation program in Poland for psychiatric patients in sheltered workshops and homes.

Goldman, E. & Soloff, A. Issues in rehabilitation workshops. The Personnel and Guidance Journal, 1961, 40, 169-173.

There are four workshop purposes that are distinct from the purposes of other forms of help: a concrete experience, a sheltered setting, a therapeutic situation, and a group setting. Other issues discussed are staff training methods, and role-playing as a staff techniques.

Goldschmid, Marcel L. & Domino, George. Some para-diagnostic implications of the I. Q. among mentally retarded patients. Training School Bulletin, 1965, 61(4), 178-183.

Two methods of judging the competence of the mentally retarded may be recognized: first, the formal assessment of mental functioning by means of tests, and second, direct observation of everyday behavior as practiced by ward attendants and non-professionals. This study related and two approaches.

Goldwater, L. J. & Bronstein, L. H. Fifteen years of cardiac work classification. Journal of Occupation Medicine, 1959, 1, 145-149.

A summary of the work-classification unit for cardiacs at Bellevue Hospital, New York, 1941-1956. The major observations obtained during the 15-year study are reported. One of the major conclusions reached is that observations made over a span of 15 years have not produced any evidence that employment per se has any adverse affect on the course of heart disease.

Gonyea, G. Appropriateness-of-vocational-choice as a criterion of counseling outcome. Journal of Counseling Psychology, 1962, 9(3), 213-220.

Goodpasture, R. C. Workshops work. The New Outlook for the Blind, 1963, 57, 164-167.

An outline of what a shop should be as well as what most are.. It cites earnings, products, and placement in industry as evidence that workshops work. Most pressing needs at this time are improved shop standards and greater placement opportunities.

Gorlow, L., Butler, A. & Gutheris, G. M. Correlates of self-attitudes of retardates. American Journal of Mental Deficiency, 1963, 67, 549-555.

An investigation of the self-attitudes of 164 institutionalized female retardates as measured by the Laurelton Self-Attitude Scale, the Social-Value-Need Scale and the Hostility Scale. Scores were related to a wide range of measures in the domains of achievement, early experience, and personality. Small but significant positive relationships were observed between self-acceptance and measures of intelligence, school achievement, success in the institutional training program and success on parole.

Gragert, H. T. Demonstrating "job ability". Rehabilitation Record, 1961, 2, 14-15.

Goodwill Industries of Kansas City operated a demonstration program to show the job possibilities of retarded persons. This enabled Goodwill to provide prevocational evaluation training, and placement services for mentally retarded clients referred by the State vocational rehabilitation agencies. As a result the caseload has tripled, services increased, and job placements more than doubled. Evaluation has been a valuable diagnostic tool in the program and twenty-five cases of pseudo-retardation were discovered.

Gragert, H. T. Differential diagnosis, training and job placement for the mentally retarded. Journal of Rehabilitation, 1962, 28, 35-37.

Article discusses Goodwill Industries vocational evaluation and training program for mentally retarded adolescents and adults with goal of preparing them for gainful employment. Most evaluees were multiply handicapped. Average age 20.5 years; average years in school 7.7 (those with secondary special education in background made quicker and more adequate adjustment). Mean I. Q. of evaluees 68.7; Range 35-98. I. Q. not seen as an effective criterion for valid prognosis. Better criterion appeared to be evaluations based on total personality structure (interviews and projective devices).

Grob, S. Prevocational planning and work conditioning for seriously handicapped ex-mental patients: A preliminary report. Mental Hygiene, 1963, 47, 249-260.

Progress report describing the philosophy and operation of the Center Club, Boston, Massachusetts, conceived as a community center where ex-mental patients could effect changes in their social-vocational adjustment under the guidance of a trained staff. Work adjustment classes, various social events, case work and counseling are among the activities offered.

Gust, Timothy. The psychological-vocational evaluation report: Reciprocal referral responsibility. Rehabilitation Counseling Bulletin, March 1967, 10, 108-11.

When using the evaluative series of a psychological clinic or agency, the vocational rehabilitation counselor assumes certain responsibilities in referring his client while the evaluation examiner assumes complementary obligations in presenting a report of the evaluation. These mutual responsibilities are presented along with a suggested form and method for writing the evaluation report.

Hallenbeck, E. E. & Hallenbeck, P. N. Using standard tests to predict job performance in hospital workshops. Rehabilitation Counseling Bulletin, 1963, 7, 6-11.

Reviews a study conducted at Highland View Hospital in Cleveland that investigated the validity of the WAIS verbal and performance scales.

Hamrick, Bill W. Rehabilitation services and client vertical mobility. Rehabilitation Counseling Bulletin, March 1966, 9, 81-88.

This study was exploratory in nature and was primarily concerned with the vertical mobility of rehabilitated clients as reflected in their employment histories. 432 persons who had work histories prior to disability, after disability, and after rehabilitation, were used as subjects.

Hartlage, L. C. Receptivity of employers to hiring mentally retarded and ex-mental patients. Journal of Counseling Psychology, 1966, 13, 112-114.

All employers (N=283) in Frankfort, Kentucky were contacted by interview or mailed questionnaire to "assess their receptivity to the mentally retarded and ex-mental patients." Larger employers were more receptive than smaller ones; manufacturing industries were more receptive than service industries; and education of employers was not related to receptivity. Employers did not appear to differentiate between the two types of mental disability. Attitudes assessed by mailed questionnaire did not differ systematically from those assessed by face-to-face interview.

Havens, L. & Harding, F. Rehabilitating the mentally disabled: a report of the Massachusetts Commission's methods and experience. *Journal of Rehabilitation*, 1961, *27*(6), 43-46.

Helfand, Abraham. Vocational counseling in work evaluation of cerebral palsy. *Journal of Rehabilitation*, 1960, *26*, 5, 6, 46, 50.

Hess, A. E. Work incentives for the disabled: the social security approach. *Journal of Rehabilitation*, 1964, *30*(4), 15-16.

Describes and gives cases illustrating disability insurance program's major rehabilitation incentive provisions; for example, payment of disability insurance is no longer stopped immediately upon return to work. "The nine-month interval during which the disability decision is deferred provides not only additional incentive for work through continuance of cash benefits, but also a longer and more meaningful period over which the success of the beneficiary's work attempt can be appraised." If the insured person is employed in a sheltered workshop and earning less than $100 per month, it is presumed that his work is not comparable to that of able-bodied workers and disability payments are continued. In all cases the actual value of the work done is used to determine whether disability payments should continue to be paid.

Hobbs, Mary T. A comparison of institutionalized and non-institutionalized mentally retarded. *American Journal of Mental Deficiency*, 1964, *69*, 206-210.

A comparative study of twenty-seven institutional and twenty-three non-institutional retardates through interviews and case records. The institutional group was found to have a higher incidence of anti-social or immoral behavior, fewer educational opportunities, less professional help, was more often from broken homes, was less conforming to societal standards, and had parents with less adequate educational background. No differences were found with respect to family size or to parental attitudes of acceptance or rejection.

Hoemann, H. W. The deaf and vocational choice. Rehabilitation Record, 1965, 6(5), 37-39.

Explores factors that tend to create vocational problems for the deaf. In addition to the obvious communication barriers, other factors are: (1) lack of information about the world of work; (2) lack of insight regarding interests and abilities; and (3) personality problems which may accompany the handicap of deafness. Recommendations are offered as to what could be done to improve vocational opportunities available to the deaf.

Holland, J. L. & Nichols, R. C. Explorations of a theory of vocational choice III. A longitudinal study of change in major fields of study. The Personnel and Guidance Journal, 1964, 43.

Holland, J. L. "Explorations of a Theory of Vocational Choice: IV. Vocational Preferences and Their Relation to Occupational Images, Daydreams and Personality." Vocational Guidance Quarterly, published in four parts in Summer, Autumn, and Winter issues, 1963-64.

Holland, J. L. Explorations of a Theory of Vocational Choice: V. A one-year prediction study. Moravia, New York: Chronical Guidance Professional Service, 1964.

Horowitz, L. S. & Rees, N. S. Attitudes and information about deafness. Volta Review, 1962, 64, 180-189.

Hubbs, R. S. The sheltered workshop in psychiatric rehabilitation: Therapeutic modality and socio-economic resource. American Journal of Orthopsychiatry, 1964, 34(1), 76-79.

> Our conclusion after five years is that, when used to provide work, hence a livelihood, for released male patients unable to hold ordinary employment, the psychiatric sheltered workshop significantly reduces the number of returns to the hospital.

Huber, W. G. & Soforenko, A. Z. Factors contributing to the vocational success or non-success of the institutionalized retardate. Training School Bulletin, 1963, 60(1), 43-51.

> A review of literature on how institutions make job placements. Shafter (1957) gathered 248 criteria of placement from 47 institutions. Like most of the other studies he also found that job placement is generally made on the "feel" of it and not by objective methods. The overall conclusion of the review is that more patients fail because of inability to deal with situations outside the routine of work rather than within. It appears that personality and attitudes are more important than specific job skills.

Hoffman, H. J. Paid employment as a rehabilitative technique in a state hospital: a demonstration. Mental Hygiene, 1965, 49(2), 193-207.

> Presents history, problems, mechanics, administration and results of a paid employment program in the Sheltered Workshop at Metropolitan State Hospital in Waltham, Massachusetts. It is uniquely sponsored: a community voluntary agency, a state hospital and state rehabilitation commission. The role of the voluntary health agency in the paid employment program within a state institution is discussed. The goals of the project were to: (1) provide a supportive atmosphere for the development of healthier social relationships; (2) enable patients to learn to work productively with each other and under supervision; (3) provide a meaningful work experience which would teach skills and prepare the patients for employment outside the hospital; and (4) enable patients to earn a wage for work produced and thus provide an opportunity for them to have established savings prior to leaving the hospital.

Ivey, A. E. & Miles, D. Work and the mental patient. Rehabilitation Record, 1965, 6(5), 33-36.

Describes two vocational rehabilitation programs for mental patients, one sponsored by Fort Logan Mental Health Center in Denver, the other by Colorado State University. Both of these programs use work as therapy and as a method of helping the patient to "develop stronger bonds with the reality-oriented community." Since the follow-up data are not ready for statistical analysis, the authors speculate "that present evidence suggests that a greater portion of our patients achieve some degree of post-discharge vocational functioning than those from more traditional programs."

Jacobs, D. F. Vocational rehabilitation of the psychiatric patient: a hospital-community problem. Personnel and Guidance Journal, 1960, 38, 642-647.

Jamieson, G. H. Age, speed, and accuracy: A study in industrial retraining. Occupational Psychology, October 1966, 40, 237-242.

An investigation of an experimental training scheme designed to overcome the problem of speed and accuracy in the training of adult sewing machinists. The report compares the relative effectiveness of training by the traditional method, based on predetermined standards of speed and accuracy and an experimental method, based on the linear programmed learning technique of gradual progression from easy to difficult items, without overt pacing and quality standards.

Jervis, Frederick M. The self in process of obtaining and maintaining self-esteem. New Outlook for the Blind, 1964, 58(2), 51-54.

Jezer, A. The workshop in the coronary spectrum. Journal of Rehabilitation, 1966, 32(2), 68-71.

A discussion of the role of workshops in rehabilitating persons with ischemic heart disease. This role may be divided into two categories: (1) testing under working conditions, those whose capacity to work is doubtful; and (2) evaluation of the disabled cardiac who has superimposed on his illness extra-organic problems, mostly emotional or environmental.

Johnson, R. H. & Patterson, C. H. Vocational objectives for the emotionally disabled. *Journal of Counseling Psychology*, 1957, *4*(4), 291-296.

Johnson, Richard W. & Sandness, David G. Are rehabilitation follow-up studies biased? *Rehabilitation Counseling Bulletin*, *9*, 95-101.

> Faced with the problem of planning a follow-up study of former rehabilitation clients, the authors sought (a) to maximize the percentage of questionnaire returns, and (b) to study the effect of possible bias in rehabilitation follow-up studies based upon incomplete returns.

Jordan, Sidney. The disadvantaged group: a concept applicable to the handicapped. *The Journal of Psychology*, 1963, *55*, 313-322.

Kaluger, G. & Park, L. D. A development program for non-vocational severely handicapped adults. *Cerebral Palsy Review*, 1964, *25*(5), 12-14.

> The results of an experimental program designed to develop independence in non-vocational multi-handicapped adults are reported. Four mentally retarded adults whose additional handicaps included C. P., an amputated leg, total blindness, and partial deafness were introduced to the regular program of a workshop for mixed disabilities. The purpose was to develop social maturity, personality, motor control, personal interest, and mental and educational skills. The implications of this program for adults in a family setting and its possibilities for "total care" institutions are discussed.

Kaplan, B. Social issues and poverty research: a commentary. *Social Issues*, 1965, *31*, 1-11.

Kaplon, Lawrence I., Tobis, Jerome & Lowenthal, Milton. An approach to disability evaluation. *Archives of Physical Medicine and Rehabilitation*, August 1960, *41*, 337-345.

Keenan, W. W. Using group decision and social influence in rehabilitation. *Journal of Rehabilitation*, 1963, *29*(5), 15-17.

Keppel, G. & Rehula, R. J. Rate of presentation in serial learning. *Journal of Experimental Psychology*, 1965, *69*, 121-125.

Kerr, N. & Meyerson, L. From malingers to eager beavers. *Rehabilitation Record*, 1965, *6*(2), 26-29.

> Describes the impact of staff education at the Samuel Gompers Memorial Rehabilitation Center in Phoenix. The article has implications for staff development in a rehabilitation workshop. The authors conclude that the latter is more important in motivating patients than individual counseling with clients.

Kidder, T. E., et al. Group counseling aids epileptics. *Journal of Rehabilitation*, 1963, *29*(4), 23-24.

> Describes a pilot study of employment problems of persons with epilepsy. Data were collected in group and individual counseling from seven young adults with epilepsy in the Detroit area who had been categorized by DVR as ready for employment but were not employed. Unemployment in most cases was influenced by factors other than, or in addition to, seizures or negative employer attitudes. The authors believe the group counseling was helpful. Almost all gained some information about epilepsy, as well as limited insight into their particular problems and needs.

Kipnis, D. & Glickman, A. S. The prediction of job performance. *Journal of Applied Psychology*, 1962, *46*, 50-56.

Kir-Stimon, William. Rehabilitation counseling with cardiac children. Rehabilitation Institute of Chicago, 1962, *The Personnel and Guidance Journal*, *40*, 551-556, February 1962.

Kokaska, C. In-school work experience: a tool for community adjustment. *Mental Retardation*, 1964, *2*(6), 365-369.

In Phoenix (Ariz.) Union High School and Junior College System EMR students are given in-school or campus work experience which helps them to accept responsibilities, exercise judgment, and receive meaningful training and counseling. The student is enrolled in an entire day of classes during the first two years of a four year program which will terminate with a special education diploma. The student's performance is evaluated through (1) observance by the counselor, (2) a work experience rating scale completed by the supervisor at least twice a semester, and (3) a conference between counselor and supervisor. Community placement occurs only when the counselor feels that the student is ready for it.

Kolstoe, O.P. An examination of some characteristics which discriminate between employed and not-employed mentally retarded males. American Journal of Mental Deficiency, 1961, 66, 472-482.

"Two groups numbering forty-one each of mentally retarded males sixteen years of age and older. . .were compared on a total of ninety-one characteristics of a background, intellectual, personality, social and vocational-skill nature. Differences between the groups which subsequently secured employment vs. the group which was not employed were noted." The author concludes that a program for developing vocational potential should include training in the development of personal independence and responsibility. The article is introduced by a comprehensive review of the literature on the employability of mentally retarded adults. Bibliography of twenty-six items.

Kolstoe, O.P. The employment evaluation and training program. American Journal of Mental Deficiency, 1960, 65, 17-31.

Kolstoe, O.P. & Shafter, A.J. Employability predictions for mentally retarded adults: a methodological note. American Journal of Mental Deficiency, 1961, 66, 287-289.

This paper stresses the need for an accurate description of jobs already successfully performed by the mentally retarded according to intellectual, personal, social, vocational skills, and training requirements.

Kruger, D. H. Trends in service employment: Implications for the educable mentally retarded. *Exceptional Children*, 1963, *30*, 167-172.

A discussion of the development of the labor market and its implications for employment of the mentally retarded. Emphasis was placed on a knowledge of the community's particular labor market as an essential factor for effective placement.

Kupferman, S. C. & Ulmer, R. A. An experimental total push program for emotionally disturbed adolescents. *The Personnel and Guidance Journal*, 1964, *42*, 894-898.

Describes a project in which four emotionally disturbed male adolescents in casework treatment with psychiatrically trained social workers, were offered workshop experience and vocational counseling at Handcrafts in Los Angeles.

Ladas, P. G. Workshop learning rates of the mentally retarded trainee as indicators of production in a work-training center. *The Personnel and Guidance Journal*, 1961, *39*, 396-402.

The study was designed to determine the extent to which learning performance within an evaluation setting could predict the productivity of the mentally retarded trainee in the Work-Training Center. A set of achievment scores was tabulated for each work-sample learning rate, performance, and the median of the group distribution of these scores was established as the cut-off point at which to assign trainees to high and low learning rate categories. Trainees were then rated independently by three work supervisors in the Work-Training Center who classified each trainee into categories of high and low productivity. A contingency table was constructed: the chi square value was statistically significant but the estimated correlationship was not correspondingly high.

LaSater, Hubert E. Flight into destruction. *Journal of Rehabilitation*, 1963, *1*, 26-29.

Leighton, A. H. Poverty and social change. *Scientific American*, May 1965, *212*, 21.

Lemming, P. E. Industrial techniques in occupational therapy. *Occupational Therapy*, 1965, *28*(1), 9-19.

> A discussion of the therapeutic values of industrial work in an occupational therapy department of a hospital, criteria qualifying work as therapeutic, and some suggestions on the administration of such a project.

Lenard, H. M. Supportive placement for the mentally retarded. *Journal of Rehabilitation*, 1960, *26*(5), 16-17.

> Report of progress on a plan for supportive placement involving a combination of social training and placing two clients at the same workplace. This plan is aimed at overcoming the loneliness often felt by the mentally retarded when first placed on a job alongside "normal" individuals.

Leshner, Saul S. & Snyderman, George S. Occupational aspects of work adjustment. *Rehabilitation Record*, 1962, *3*, 8-11.

> The authors, who work at Jewish Vocational Service in Philadelphia, emphasize that clients should be given specific specialized vocational training rather than general work adjustment experience. Work adjustment can be achieved in a specialized setting, and the client will also be much better prepared to work in industry.

Leshner, S. S. & Snyderman, G. S. Evaluating personal characteristics from a client's work history. *Personnel Guidance Journal*, 1963, *42*, 56-59.

> Discusses the process of evaluating personal characteristics from client's work history, such as originality, responsibility, and dependency. Authors believe this information can be used to point to areas of successful performance and to help the client change behavior or to increase self-acceptance as a worker.

Leshner, S. S. & Snyderman, G. S. Preparing disadvantaged youth for work-III. *Employment Service Review*, 1966, *3*(1), 51-55.

Describes the work adjustment training given to a group of school dropouts in two OMAT-financed projects conducted by the Jewish Employment and Vocational Service of Philadelphia and the local offices of the Pennsylvania State Employment Service.

Leshner, S. S. & Snyderman, G. S. Problem youth: Everyone's challenge. *Child and Family*, 1963, *12*(4), 55-60.

Points out that traditional counseling within schools has not been effective in promoting the vocational development of culturally deprived youths.

Levenson, B. & Green, J. Return to work after severe disability. *Journal of Chronic Diseases*, 1965, *18*(2), 167-180.

Data from a sample of 899 severely disabled persons were analyzed to determine factors most predictive of work success. Age, extent of education, length of time from onset of disability to resumption of employment, and return to pre-disability employment were variables which correlated with vocational recovery.

Levine, L. Changing attitudes toward jobs for the handicapped. *Employment Service Review*, 1965, *2*(9), 1-2, 8.

Describes historical attitudes toward handicapped persons and relatively recent attitude changes involving a broadened view of "all human resources. The traditional aims of the Employment Service, to prevent long-term unemployment and 'retrieve' heretofore unemployable persons, can be met better by "greatly increased individual attention."

Linde, T. Service and maintenance: A vocational success story for cerebral palsied persons. *Cerebral Palsy Review*, 1964, *25*, 13-14.

This tells how twenty-one of twenty-eight clients were placed in competitive community jobs through the development and evaluation of specific and functional skills needed in the service and maintenance occupations.

Linde, T. Social development for trainable retardates. *Rehabilitation Record*, 1963, *4*, 24-27.

A description of a social development program at Milwaukee. The program operates 4½ days each week, 11 months a year. At the time of this article 43 clients were enrolled with mean age of 25.7 years. Mental ability was measured by means of the Ammons and Ammons Quick Test. Data from this test indicated the mean I. Q. was 45. Acceptance into the program was based on staff evaluation, with I. Q. scores interpreted liberally.

Linde, T. Techniques for establishing motivation through operant conditioning. *American Journal of Mental Deficiency*, 1962, *67*, 437-440.

A discussion of useful approaches for achieving motivated behavior utlizing the operant condition paradigm in a workshop situation for the mentally retarded.

Madison, H. L. Work placement success for the mentally retarded. *American Journal of Mental Deficiency*, 1964, *69*, 50-53.

An analysis of relationships between success of outside work placement of mental defectives and thirty-four variables classified from patients' records.

Magleby, F. L., McPhee, W. M. & Thackery, M. G. Vocational and social adjustments of rehabilitants with mental disabilities. *Mental Hygiene*, 1963, *47*, 117-122.

The fifty-eight rehabilitants with mental disabilities included mental defectives who were not treated separately. Adjustment of the group was reported satisfactory with criteria based on employment status, marital status, and ratings by professional social workers. Variables related to adjustment were good health, sex and marital status.

Magnifico, L. X. & Doll, E. A. Out of school and self-supporting. *Overview*, 1962, *3*, 32-33.

A review of some studies concerning mentally retarded who had attended special classes; with particular reference to employment.

Markwell, E. D. Psychosomatic considerations in counseling relationships. Journal of Rehabilitation, 1961, 27(3), 13-14.

Massie, W. Sheltered workshops: a 1962 portrait. Journal of Rehabilitation, 1962, 28, 17-20.

> The present status, the problems and the opportunities of workshops. The role of the workshop and its financial problems are discussed as well as integration of the workshop in the community and its communication problems; also, the social problems of clients.

Meadow, L. & Greenspan, E. Employability of lower level mental retardates. American Journal of Mental Deficiency, 1961, 65, 623-628.

> The Detroit Association for Retarded Children selected ten subjects (Ca 19-31, I. Q. 40-60) who had attended special education classes, and had no previous successful work experience for a pilot study to determine feasibility of vocational rehabilitation for low level mentally retarded.

Meadow, L. & Tillem, K. Evaluating the effectiveness of a workshop rehabilitation program. The Personnel and Guidance Journal, 1963, 41, 541-546.

> This study evaluates the success of the Jewish Vocational Service Community Workshop diagnostic rehabilitation program as evidenced by their vocational, social, and personal adjustment during a period of at least one year after leaving the workshop. "The major findings from this study are that 65% of the clients achieved successful rehabilitation into private employment.

Menchel, J. Prevocational evaluation of the mentally retarded. Vocational Guidance Quarterly, 1960, 8(4), 209-211.

Mercer, Jane R., Butler, Edgar W. & Dingman, Harvey F. The relationship between social development performance and mental ability. American Journal of Mental Deficiency, 1964, 69, 195-205.

A study of the relationship between social developmental performance and mental ability. One percent of the housing units in a community of approximately 60,000 persons were selected. Results indicated that the Social-Developmental Index was highly related to mental ability for persons of school age but also less related to mental ability in adults and persons of preschool age.

Merritt, T. E. Goodwill placement plan proves successful in influencing the employer to hire. Journal of Rehabilitation, 1963, 29(4), 12-14.

Describes a placement plan developed by the Memphis Goodwill Industries, where ninety percent of the clients were mentally retarded. Major findings of an analysis of the problems to be considered in establishing such a program are presented.

Mierzwa, J. A. Comparison of systems of data for predicting career choice. The Personnel and Guidance Journal, 1963, 41, 29-34.

Moed, Martin. Work classification and evaluation. Rehabilitation Record, 1961, S-O, Vol 2, #5, 11-13.

Moed, Martin & Litwin, Dorothy. The employability of the cerebral palsied: A summary of two related studies. Rehabilitation Literature, Vol 24, No. 9, September 1963, 2-8.

The Institute for the Crippled and Disabled (ICD), New York City, assumed leadership in two research projects designed to investigate the vocational potential of cerebral palsied young adults.

Moes, Howard J. V R workshop attacks psychological barriers with manipulated work environment and intensive counseling. Journal of Rehabilitation, 28(2), 1962, 10-12.

Muller, J., & Goodglass, H. Development and application of a work suitability scale for epileptics. The Personnel and Guidance Journal, 1963, 42(4), 373-380.

Murphy, A. T., Dickstein, J. & Dripts, E. Acceptance, rejection, and the hearing handicapped. Volta Review, 1960, 62, 208-211.

Myklebust, H. R. The psychological effects of deafness. American Annals of the Deaf, 1960, 105, 372-385.

Nadolsky, J. M. Diagnosis in rehabilitation counseling: an existential approach. Rehabilitation Literature, 1966, 27(3), 66-75, 81.

Nadolsky, Julian M. Evaluation criteria: An essential precursor to systematic vocational evaluation. Rehabilitation Counseling Bulletin, March 1966, 9, 89-94.

> This entire proposal reflects the viewpoint that meaningful results and especially the analysis of those results, will be rendered only if one factor remains constant while studying the variables: specifically, the evaluation criterion would be the constant and the client's performance and measured traits the variables.

Naylor, James C. & Schenck, Allen E. PM as an "error-free" index of rater agreement. Educational and Psychological Measurement, 1966, 26, 815-824.

> A number of performance indices based upon the regression model have been developed for examining the behavior of individuals in those situations where a criterion of correct behavior is present. The purpose of this study was to relate the study model and its performance indices developed in the criterion case to the non-interion situation. The results that Pm, index of rater agreement, used from an error of measurement point of new, can be defined as the agreement between judges corrected for attenuation.

Neff, W. S. Problems of work evaluation. The Personnel and Guidance Journal, 44, 682-688.

> Four approaches to work evaluation and their historical development are appraised: (1) the mental testing approach; (2) the job analysis approach; (3) the work sample approach; and (4) the situational assessment approach. Each approach is evaluated. It was concluded that the approach one uses will depend on one's objectives and one of the major obstacles to improving vocational evaluation is the paucity of resources available with which to field-test the various methods in actual industrial settings.

Nelson, W. M. ES role in serving the mentally retarded. *Employment Service Review*, 1965, *2*(9), 11-12, 53.

Describes the role and success of a full-time selective placement specialist for the mentally retarded at the Alexandria office of the Louisiana Division of Employment Security. Estimates that eighty-five percent of the retarded clients served were placed. "They are working in laundries, restaurants, nurseries, and at military installations in such jobs as dish washer, stock boy, fry cook, mechanic helper, and wrapper."

Neuhaus, E. C. A unique pre-vocational program for educable retardates. *Mental Retardation*, 1965, *3*(4), 19-21.

Describes a pre-vocational training program for retarded young adults at Abilities Inc. in New York. Recommends that education of the retardate "be more realistically oriented toward vocational goals."

Nussear, H. Telling and selling the workshop story. *Journal of Rehabilitation*, *31*(3), 27-28.

Discusses the importance of "telling and selling" the workshop to the community for obtaining subcontract work or job placements.

Nye, Richard. Mixed disability workshop thrives in small community. *Journal of Rehabilitation*, *27*(4), July-August 1961, 10-11.

Olshansky, S. Stigma, its meaning and some of its problems for vocational rehabilitation agencies. *Rehabilitation Literature*, *26*, 3, March 1965.

Olshansky, S., et al. Employer's attitudes and practices in the hiring of ex-mental patients. *Mental Hygiene*, 1958, *42*, 391-401.

Olshansky, S. & Unterberger, H. Employer prejudice against the mentally restored: fact or fancy? Journal of Rehabilitation, 1965, 31(5), 23-24.

Challenges the assumption that ex-mental-hospital patients are unable to secure employment due to employer prejudice and points out that the vast majority of patients leaving mental hospitals do enter employment.

Olshansky, Simon. The transitional sheltered workshop: A survey. Journal of Social Issues, 1960, 16, 33-39.

Brief history, purpose, type of population, and problems of sheltered shops.

Oseas, L. A model for establishing therapeutic work conditions. Journal of Counseling Psychology, 1963, 10, 368-372.

The author discusses the controlled work setting as having inherent, relatively fixed parameters which both enhance and limit its therapeutic potentials.

Oseas, L. Work requirements and ego defects. Psychiatric Quarterly, 1963, 37, 105-122.

Examines the work dilemmas of the recovering psychotic in terms of the collision of ego deficiences with the requirement of work realities.

Overs, Robert P. Writing work evaluation reports—chore or challenge? American Journal of Occupational Therapy, V. 18, No. 2, March-April 1964, 63-65.

Overs, R. P. Vocational appraisal and disability evaluation. Archives of Environmental Health, 1965, 11, 841-845.

Discusses the process of vocational appraisal and points out the deficiencies in the "checklist method" of matching worker capacities and traits to job requirements.

Overs, R. P. & Cole, E. Work evaluation. Rehabilitation Record, 1964, 5(3), 18-21.

Explores the client-evaluator interaction and the work evaluator's role in the process of work evaluation. Four approaches to work evaluation are discussed in regard to the psychological climate produced.

Palmer, G. J., Jr., & McCormick, E. J. A factor analysis of job activities. Journal of Applied Psychology, 1961, 45, 289-294.

Parnicky, J. J. The newly graduated retardate. Rehabilitation Record, May-June 1964.

Counseling services should be available to retarded individuals at times when critical decisions in their lives have to be made. Reasons are presented for establishing follow-up services for the newly graduated retardate. To bridge the gap between training and employment, as well as other gaps in the retardate's life, Parnicky advocates the implementation of the concept of "continuum of care" through inter-disciplinary services.

Parnicky, Joseph J., et al. Johnston's five-phase training. Rehabilitation Record, J-A, 1961, Vol. 2(4), 22-24.

Parnicky, J. J., Kahn, Harris & Burdett, Arthur. Preliminary efforts at determining the significance of retardates' vocational interests. American Journal of Mental Deficiency, 1965, 70(3), 393-398.

This paper describes a VRA sponsored project to standardize and validate a reading free technique for measuring vocational interests and knowledge of retardates in job areas for which they generally have potential and to which they can realistically aspire.

Patterson, C. H. Methods of assessing the vocational adjustment potential of the mentally handicapped. Training School Bulletin, 1964, 61(3), 129-152.

The general conclusion is that standardized tests are inadequate, and that the work sample approach is a better method of assessing aptitudes.

Patterson, C.H. Predicting success in trade and vocational school courses: review of the literature. *Educational and Psychological Measurements,* 1956, *16*, 352-400.

Phelps, William R. Attitudes related to the employment of the mentally retarded. *American Journal of Mental Deficiency,* January 1965, 575-585.

Two hundred and fifty-seven service employers selected at random in West Virginia were surveyed by an attitudinal questionnaire. This study was concerned with employers' attitudes toward the mentally retarded, as well as devising a means of measuring these attitudes.

Polola, E.G., & Larson, W.K. Some dimensions of job satisfaction among hospital personnel. *Sociology and Social Research*, 1965, *49* (2), 201-213.

Pool, Donald A. Relation of unrealistic vocational choices to personality characteristics of the physically handicapped group. *Archives of Physical Medicine and Rehabilitation,* 1964, *45* (9), 466-468.

A study concerned with the relationships of the unrealistic vocational choices to emotional factors in physically handicapped patients.

Pool, Donald A. Vocational aspirations of the emotionally disturbed. Parkland Memorial Hospital 1965. *Vocational Guidance Quarterly*, Spring 1965, *13* (3), 207-208.

A note on the vocational aspirations of the emotionally disturbed.

Pool, Donald A., & Brown, Robert A. Kuder-Strong discrepancies and personality adjustment. *Journal of Counseling Psychology*, 1964, *11*, 63-71.

Poulton, E. C. On increasing the sensitivity of measures of performance. Ergonomics, 1965, 8(1), 69-76.

Pruitt, Walter A. Satiation effect in vocationally oriented group therapy as determined by the Palo Alto group therapy scale. Group Psychotherapy, 1963, 16(1-2), 55-58.

A study in which the purpose is to determine if there might be an optimum period for the duration of group therapy is reported.

Rabinowitz, H. S., Johnson, D. E., & Reilly, A. J. A preliminary study of program dropouts from vocational services. Rehabilitation Counseling Bulletin, 1964, 8(1), 2-7.

This study attempted to determine contributing factors of dropouts from vocational services. The following criteria were used: primary referral source, disability, age, educational level, marital status, prior work history, psychometric intelligence, and evaluated response to the services.

Reger, Roger & Dawson, Antoinette. The use of psychological tests to predict manual abilities in mentally retarded boys. American Journal of Occupational Therapy, 1961, 15, 204-221.

Reingold, J. Octogenerians work for a living in three-year health-morale study. Rehabilitation Literature, 1964, 25(12), 381.

A report of the value of a sheltered workshop in a home for the aged. There is a discussion of the initial testing of applicants for the workshop, physical facilities of the shop, administration of the project, and trends among workers.

Reingold, J. The establishment of a sheltered workshop in a home for the aged: Some initial considerations. Journal of Jewish Communal Services, 1966, 42, 269-273.

Makes the point that the establishment of a sheltered workshop in a home for the aged affects the total institution and tends to make it less of an institution and more of a community.

Roe, A. Early determinants of vocational choice. *Journal of Counseling Psychology*, 1957, *4*, 212-217.

Rose, G. Placing the marginal work—a lesson in salesmanship. *Journal of Rehabilitation*, 1963, *29*(2), 11-13.

Rosenberg, B. & Usdane, W. M. The TOWER system: Vocational evaluation of the severely handicapped for training and placement. *The Personnel and Guidance Journal*, 1966, *42*, 149-152.

> Presents a brief description of the TOWER System and reports a study designed to determine its effectiveness.

Rosenthal, B. S. Workshop in a rapidly changing society. *Journal of Rehabilitation*, 1966, *32*(1), 30.

> In an analysis of the current client population of sheltered workshops throughout the country, The National Association of Sheltered Workshops and Homebound Programs has classified the workshop population into the following major disability groups: physical, mentally retarded, emotionally disturbed, disabled aged, and socially handicapped.

Rossberg, R. & Jacques, M. The role of the group in patient evaluation, counseling and management. *The Personnel and Guidance Journal*, 1961, *40*(2), 135-142.

Rotberg, J., Cicenia, E. F. & Bogatz, B. E. A residential school program preparing educable retardates for on-the-job training. *Mental Retardation*, 1965, (Oct.), 10-14.

> A description of the Prevocational Orientation Program at the Johnstone Training Center, Bordentown, New Jersey.

Rumbaugh, D. M., Knapp, R. R. & McCarty, C. J. Prediction of work potential in heart patients through the use of the cardiac adjustment scale. *Journal of Consulting Psychology*, 1965, *29*, 597.

Rusalem, H. Client characteristics and counselor perceptions suggesting the need for work evaluation program for older workers. *Archives of Physical Medicine and Rehabilitation*, 1963, *44* (2), 98-104.

Rusalem, H. Disability, old age, and employment. *Journal of Occupational Medicine*, 1963, *5*, 575-578.

> Reports a project at the Federation Employment and Guidance Services in New York City designed to demonstrate the feasibility of preparing disabled individuals 55 years of age or older for competitive employment.

Rusalem, H. The floundering period in the late careers of older disabled workers. *Rehabilitation Literature*, 1963, *24*, 34-36.

> Implications of the study analysis indicate a need for ongoing counseling, placement service, and a 'disengagement workshop' featuring opportunities for gradual reduction in work activity, employment leaves for short-term jobs, and gradual nonvocationally oriented activities.

Rusalem, H. & Dill, S. Vocational rehabilitation of the older disabled person. *Journal of Rehabilitation*, 1961, *17* (6), 19-20, 35-38.

Sakata, R. & Sinich, D. Do work samples work? *Rehabilitation Counseling Bulletin*, 1965, *8*, 121-124.

> The authors feel more effort is needed to improve work samples, e.g., increase standardization and design work sampled to fit the level of more clients' potentials.

Schlesinger, L.E. Epilepsy: Unemployment and rehabilitation. *Rehabilitation Literature*, 1966, *27*, 98-105.

> Examines current status of the problem of epilepsy and unemployment, and describes ongoing research and service programs aimed toward amelioration of this problem.

Schumacher, R. A. & Townsell, J. D. Training mentally retarded for employment. Rehabilitation Record, 1960, 1, 24-29.

> A resume of the history to 1960 of programs concerning vocational rehabilitation of the mentally retarded under PL 54-565 and sponsored by units of NARC in the United States.

Sellin, Thorsten Ed. Meeting health needs by social action? The Annals of The American Academy of Political and Social Science, September 1961, 337.

Sewell, Walter S. Story of a newly blinded adult. Sight-Saving Review, 1964, 34(1), 4-7.

Shafter, A. J. & Wright, G. N. Planning vocational objectives with epileptics. Journal of Rehabilitation, 1961, 27(2), 11.

Sharkey, F. E., Jr. Industrial education for the mentally retarded. Digest of the Mentally Retarded, 1964, 1(2), 75-79.

> Describes the importance of industrial education for the mentally retarded and the relationship of such training to educational goals. The article concluded with a 17-item list which suggested adaptations of a regular high school industrial arts program for use with EMR youngsters.

Shawn, B. Review of a work-experience program. Mental Retardation, 1964, 2(6), 360-364.

> In Albany (N. Y.) schools, the first four years of the work experience program for EMR youth has involved 37 youths from 17 to 21 with an I. Q. range of 50-75. Job stations have included sign painting, different food services, library, laundries, florist shop, gas stations, grocery store, furniture upholstery and others. Each youth was assigned for a full school year to one job experience, with three or four hours in the mornings being spent on the job and the afternoon spent in classes and counseling. Reimbursement to the employers from the Division of Vocational Rehabilitation was full for the first 13 weeks, and was then scaled down to 3/4 and 1/2

for the next two periods, respectively. At the termination of the school year, employers were requested to retain the youth assigned to them as permanent employees without any reimbursement form DVR. Seventy to seventy-five percent of the trainees have been retained. Those youth who later lost their jobs did so because of lack of ability to establish personal relationships, rather than inability to perform job skills.

Sidewell, Richard T., Ireland, Karl L. & Koeckert, Gordon A. Use of actual job samples in prevocational and work evaluation units. Rehabilitation Counseling Bulletin, 5 (1), March 1962, 17-21.

Silverstein, A.B. Psychological testing practices in state institutions for the mentally retarded. American Journal of Mental Deficiency, 1963, 68, 440-445.

A national survey was conducted of psychological testing practices in state institutions for the mentally retarded. Ninety-six out of 124 such institutions in the U.S. returned useable responses.

Silverstein, A.B., Shotwell, Anna M. & Fisher, G.M. Cultural factors in the intellectual functioning of the mentally retarded. American Journal of Mental Deficiency, 1962, 67, 396-401.

A comparison of performances of 53 Mexican mental retardates on the WAIS with 251 non-Mexican controls. The author stated that small differences between the two groups suggest that clinical psychologists should be cautious in making allowances for cultural factors in the intellectual functioning of the mentally retarded.

Sinick, Daniel. Client evaluation: work task approach. Rehabilitation Record, 1962, 3 (2), 6-8.

Snyder, R.B. Blue sky therapy. Employment Service Review, 1965, 2 (9), 3-4, 19.

Narrative history and evaluation of a cooperative agency/community apple harvest in New York involving 40 mentally ill patients of NY VA's "PREP Workshop" at Conandaigua.

Stein, E. A paid employment sheltered workshop in a large state hospital in the United States. Rehabilitation Literature, 1966, 27, 41-45.

A description of a successful attempt to establish a work for pay workshop in a state mental hospital.

Stevens, N. D. Placement readiness and placement success. The Personnel and Guidance Journal, 1963, 41(8), 700-704.

Strickland, C. G. Job training placement for retarded youth. Exceptional Children, 1964, 31, 83-86.

In a survey to determine the types of jobs assigned to 436 educable retarded youth during the school's program of on-the-job training showed: 21% hotel and restaurant, 17% retail trade occupation, 13% auto services, 10% personnel service and 8% domestic service.

Suinn, R. M. & Paulhe, G. P. A note on types of work motivation. Rehabilitation Counseling Bulletin, 1966, 9, 102-105.

Nine employees of the Stanford University Division of Rehabilitation Medicine asked to list the reasons they felt why people work. Three clusters mentioned most frequently were: (1) economic or creative comfort needs; (2) achievement and recognition, and (3) growth and productivity.

Super, D. E. Vocational adjustment: implementing a self-concept. Occupations, 1961, 30, 88-92.

Sussman, Marvin B. "American adolescents in the mid-sixties." Journal of Marriage and the Family, 27(2), May 1965.

Sussman, Marvin B. American poverty in the mid-sixties. *Journal of Marriage and the Family*, November 1964, *26*(4).

Svetlik, B. Relationships between job difficulty, employee's attitude toward his job and supervisory rating of the employee effectiveness. *Journal of Applied Psychology*, 1964, *48*(5), 320-324.

Tarjan, B. et al. Effectiveness of hospital release programs. *American Journal of Mental Deficiency*, 1960, *64*, 609-617.

A study of all patients leaving the Pacific State Hospital, Pomona, California for indefinite leaves, unauthorized absences and direct discharges between 1952 and 1956. The report deals with instances of releases, their duration and the character of the patients involved as followed over 700 days.

Taylor, F. R. The general aptitude test battery as predictor of vocational readjustment by psychiatric patients. *Journal of Clinical Psychology*, 1963, *19*(1), 130.

Taylor, W. W. & Taylor, I. W. Vocational training for handicapped youth in England. *Employment Service Review*, 1965, *2*(9), 24-25, 52.

Describes roles of central government, voluntary centers and voluntary workshops in the training of the handicapped, as well as legislation empowering the Ministry of Labour to promote industrial training and education.

Terwilliger, J. S. Dimensions of occupational preference. *Educational and Psychological Measurement*, 1963, *23*, 525-542.

Thomas, C. W., Spangler, D. P. & Izutsu, S. Some fundamental propositions in the construction of evaluation units in vocational rehabilitation. *The Personnel and Guidance Journal*, 1961, *39*, 586-589.

A research project was conducted on a residential chronically disabled population to evaluate clients' abilities through experimental objective methods. The reliability and validity of the "Work Quotient" indicated that the scoring of clients' work capacities was possible by objective methods and that these scores would distribute clients in a meaningful manner along a continuum of work levels from high to low.

Thompson, D. A. & Pauhle, G. P. Development of an elemental motion analysis for man-work matching in vocational rehabilitation and placement. Archives of Physical Medicine Rehabilitation, 1963, 44(10), 545-548.

The authors have developed a system by which the physiological work potential of the handicapped individual can be compared to the requirements of the job.

Tobias, J. Evaluation of vocational potential of mentally retarded young adults. Training School Bulletin, 1960, 56, 122-135.

Reports that standard I. Q. tests are inadequate for assessment of mental retardation in terms of vocational potential. Thus, a battery of seven subtests representing typical workshop tasks has been devised to provide an appropriate measure.

Tobias, J. & Gorelick, J. The effectiveness of the Purdue Peg Board in evaluating work potential of retarded adults. Training School Bulletin, 1960, 57, 94-103.

The Purdue Peg Board was administered to eighty-one mentally retarded adults referred to workshop because of inability to make vocational adjustment. Results showed a significant relationship between Purdue Peg Board and WAIS I. Q. and a significant relation between the Peg Board and production tasks (ballpoint pen assembly, wire clamp assembly, etc.). The Purdue Peg Board was found superior to the WAIS in predicting productivity in workshop and was more effective in predicting the productivity of mentally retarded than of normal subjects.

Tobias, J. & Goerlick, J. Work characteristics of retarded adults at trainable levels. *Mental Retardation*, 1963, *1* (6), 338-344.

> Review of studies of relationships between Porteus Maze scores and aspects of workshops and training situations with attention to competitive employment. The Mazes were found to be primarily useful in determining adaptation to less vigorously structured operations than those provided in a sheltered facility.

Tobias, J. & Gorelick J. The utility of the Goodenough Scale in the appraisal of retarded adults. *American Journal of Mental Deficiency*, 1960, *65*, 64-68.

Tobias, J. & Gorelick J. Work characteristics of retarded adults at trainable levels. Mental Retardation, 1963, 1 (6), 338-344.

> This study of retarded adults who took part in the training program at the Occupational Day Center, New York City, indicated that productivity and efficiency were significantly related to intelligence, and the amount of practice at the task.

Tisdall, W.J. A follow-up study of trainable mentally handicapped children in Illinois. *American Journal of Mental Deficiency*, 1960, *65*, 11-16.

> Follow-up study of 126 children who, five years previously, were enrolled in special public school classes for the trainable mentally handicapped.

Turell, D.J. The cardiac patient returns to work. *American Journal of Nursing*, 1965, *65* (8), 115-117.

> Turell discusses the management of physical and psychological problems and the principles used in evaluating progress of convalescence.

Tyler, Leona E. Research explorations in the realm of choice. *Journal of Counseling Psychology*, 1961, *8*, 195-201.

Utton, A.C. Recalled parent-child relations as determinants of vocational choice. *Journal of Counseling Psychology,* 1962, *9*, 49053.

Vitale, J.H. & McDonough, M.M. The sheltered workshop: an experimental study with chronic mental patients. *Mental Hygiene,* 1966, *50*, 270-275.

Small group methods were applied to a group of chronic mental patients working in a sheltered workshop. They feel employment in a terminal workshop may be the best goal for many chronic mental patients.

Vosburgh, B.L. & Rosendaal, H.M. The cancer patient in industry. *Journal of Occupational Medicine*, 1960, *2*, 432-434.

Stresses the need for using informed criteria based on recent statistical information re. survival and cure rates when hiring the cancer patient.

Wagner, E.E. & Hawver, D.A. Correlations between psychological tests and sheltered workshop performance for severely retarded adults. *American Journal of Mental Deficiency*, 1965, *69*, 685-691.

Reports high correlation between (a) results of a bettery of I.Q. and manual-dexterity tests and (b) instructor evaluations of forty workers in a sheltered workshop.

Walker, R. & McCourt, J. Employment experience among 200 schizophrenic patients in hospital and after discharge. *American Journal of Psychiatry, 122*, 316-319.

Reports a study conducted at the Veterans Administration Hospital at Brockton, Massachusetts, comparing work activity of 211 male schizophrenic veterans with their post-hospital employment experience over a six-month follow-up period. The authors conclude that there is a need for much greater use of special employment centers and/or placement.

Warren, F. G. Ratings of employed and unemployed mentally handicapped males on personality and work factors. *American Journal of Mental Deficiency*, 1961, *65*, 629-633.

> A study of thirty-eight mentally retarded males placed on different jobs for three-week periods by the Employment Evaluation and Training Project of Southern Illinois University.

Warshaw, L. J. Employability of the patient with heart disease: How is it evaluated? *Journal of Chronic Diseases*, 1965, *18*, 931-944.

> Presents various factors that influence employability of individuals with cardiac conditions. Discusses the information a physician needs to determine employability status of the individual. Presents physiological data on energy costs of various activities.

Wayne, George J. & Richardson, Iris K. The halfway house. *Psychiatric Quarterly*, 1963, *37*(1), 67-96.

> A report is presented on the first twenty months with Edgemont House, a halfway house affiliated with Edgemont Hospital in Los Angeles with sample case histories from among the seventy-nine persons who were guests during that period.

Wegg, Lilian S. The essentials of work evaluation. *American Journal of Occupational Therapy*, 1960, *14*, 65-69, 79.

Weinberg, J. L. The contribution of workshop experience in the vocational rehabilitation of post-hospitalized schizophrenic patients. *Rehabilitation Counseling Bulletin*, 1964, *8*, 58-59.

> Summarizes in a "research-brief" the findings of a study of the contribution of sheltered workshop experience in the vocational rehabilitation of post-hospitalized schizophrenic patients.

Whatley, C. D., Jr. Status, role, and vocational continuity of discharged mental patients. *Journal of Health and Human Behavior*, 1963, *4*(2), 105-112.

A survey of one hundred employers of ex-mental patients designated as short-term or long-term employers depending on whether they kept ex-patients on the job for eight months or more.

Wilkerson, A. M. The sheltered workshop movement, management or muddlement? *Journal of Rehabilitation*, 1965, *31*(2), 20-22.

A discussion of the major ailments of workshops and suggested solutions. Basic management factors and training of workshop managers are also discussed.

Williams, P. Pre-employment adjustment program developed for mental patients. *Journal of Rehabilitation*, 1963, *29*(1), 21-22.

Winters, K. First report of the Alameda County placement project for the blind. *New Outlook for the Blind*, 1966, *60*, 39-42.

Reports the first six months of a project designed to "demonstrate whether or not a concentrated effort would result in helping an appreciable number of recipients of Aid to the Blind to be self supporting."

Wolfensberger, Wolf. Teaching and training of the retarded in European countries. *Mental Retardation*, 1964, *2*(6), 331-337.

In a number of sheltered workshops in Europe the severely retarded operate dangerous equipment, perform complex tasks and produce at respectable levels of output. This article discusses reasons for success.

Younie, W. J. A survey of some current practices in off-campus work-experience programs. *Mental Retardation*, 1964, *2*(3), 136-142.

The scope of the existing work experience programs for mildly retarded training school residents is discussed in this article.

Zarlochk, Stanley P. Magical thinking and associated psychological reactions to blindness. *Journal of Consulting Psychology*, 1961, *25*(2), 155-159.

PAMPHLETS

Goodwill Industries of America, Inc. Manual for the establishment of a work evaluation program within a sheltered workshop setting. Prepared by Rehabilitation and Personnel Services Committee & the Department of Field Services. 64p. (mimeographed) 1913 - North Street, Northwest, Washington 6, D.C.

> The manual lists a step by step operation for setting up and maintaining a work evaluation unit. There is a large section devoted to their standards for evaluating job samples.

Goodwill Industries of America, Inc. A report on the institute on sheltered workshop services for the Mentally retarded. Lawrence, Kansas: University of Kansas, 1961. 96p. (reprinted) 1967.

> The pamphlet is divided into three sections. Section I deals with general principles of mental retardation. Section II gives specific consideration to appraising Goodwill's potential for serving the mentally retarded. Section III deals with basic considerations for establishing and operating a program of services for the mentally retarded with specific demonstrations of projects carried out.

A Study of Certain Characteristics Which Have Predictive Value For Vocational Adjustment in a Rehabilitation Workshop, by John E. Hoskins. 1964. VII, 191p., tabs., record forms. Mimeo. Paperbound. Looseleaf. Goodwill Industries of Greater Detroit, 6522 Brush Street, Detroit, Michigan 48202 $4.50

> A report of a research project to determine the relationships among various screening measures and a rating of work adjustment of 346 clients at Detroit's Goodwill Industries, following their rehabilitation training. The Personnel Application Form, according to the findings of this study, is not considered productive in eliciting significant information for predicting success or failure. Positive results with the MMPI suggest it may prove to be a valuable screening instrument in work with rehabilitation clients.

Indianapolis Goodwill Industries, Inc. Training the Hard-Core Disabled. Final Progress Report. August - 1967. Indianapolis, Indiana 46222
1935 West Michigan Street.

Dolnick, M.M. Contract procurement practices of sheltered workshops. Chicago National Society for Crippled Children and Adults, 1963. 98p. ($1.00). 2023 West Ogden Avenue, Chicago, Illinois 60612

A descriptive report of the findings of a study of contract procurement practices in 35 sheltered workshops, conclusions based on the data obtained, and several sections of a how-to-do-it nature designed primarily to aid the beginning or less experienced workshop.

Planning a Workshop; A Growing Responsibility. 1961. 2p. National Association of Sheltered Workshops and Homebound Programs, Inc., 1522 K St., Northwest, Washington, D.C. Single copies free; 10¢ each in quantity.

A brief guide to the establishment of a workshop.

The Rehabilitation Workshop of St. Louis. The Silent Worker. January, 1963.

Descriptions of a special workshop geared toward the multiple-handicapped deaf, undertaken with the support of the Mo. Div. of Voc. Rehab. Features special diagnostic preparation and frequent referral for special training. Staff members were given special training for communicating with the deaf. Includes a case history and discussion of closed cases.

Sheltered Employment of the Disabled: an International Survey. Wm. A. Glaser. 1966. Swedish Labor Market Board, Stockholm, Sweden.

Sheltered Workshops-a handbook. Washington, D.C. National Association of Sheltered Workshops and Homebound Programs, (2nd Ed.) 1966. 83p.

A compendium on the philosophy, program and operation of workshops, with solid and detailed source material set forth in chronological order. Includes the basic standards established by the National Institute on Workshop Standards.
Five stages of the program of workshop services are discussed: (1) intake process; (2) work evaluation; (3) work-conditioning and training period; (4) placement and (5) follow-up; as well as two supportive services: medical and work or personal adjustment counseling.
Management, marketing, and plant layout considerations are included in the section on operating the workshop as well as matters of production, safety, working hours, wages and cost accounting.
Section VII discusses how the Fair Labor Standards Act and Walsh-Healy Public Contracts Act apply to workshops.

National Rehabilitation Association. Sheltered workshops 1965: Special 38-page report on key issues. J. Rehabilitation, 1965, 31(1), 17-54.

Special workshop issue of the National Rehabilitation Association's Journal, co-sponsored by the National Association of Sheltered Workshops and Homebound Programs. Contains 38-page report on key issues relating to sheltered workshops in 1965.

6 Workshops for the Handicapped. An annotated bibliography No. 3 Compiled by Dorothy C. Perkins, et al. 1966. Distributed by the National Association of Sheltered Workshops and Homebound Programs, Inc. - Washington, D. C.

This issue contains 126 items, including two articles dealing with timely issues on the social service and business roles of workshops.

Adjusting people to work. Gellman, W., et al. 1957. 227p. Jewish Vocational Service, Chicago, Illinois 60606

A report of a 1951 pilot study to assist the handicapped in adjustment to work. The program provided a supervised workshop atmosphere.

Cognitive processes in deaf and hearing adolescents and adults. Kates, S. L., Kates, W. W. & Michael, J. Psychological Monograph. 1962. American Psychiatry Association.

Counseling the older disabled worker: proceedings of two conferences, sponsored by College of Education and Institute of Gerontology, State University of Iowa and Office of Vocational Rehabilitation; edited by John E. Muthard and Woodrow W. Morris. 1962. 132p. Paperbound. Distributed by Dr. John E. Muthard, College of Education, State University of Iowa, Iowa City, Iowa, or United State Vocational Rehabilitation Administration, Washington, D. C. 20201

An aid to inservice training of vocational rehabilitation counselors in state agencies. Papers included cover the psychological and adjusment problems related to aging, medical evaluations, psychiatric problems, counseling technics, a philosophy of rehabilitation and the use of rehabilitation centers for older workers, community resources and services, and employment problems. Includes annotated bibliography and film list.

Early Identification and Referral of the Industrially Disabled in Need of Vocational Rehabilitation, by Nathan M. Slater. 1964. 52p. tabs., forms. Spiral binding. (Rehab. monograph XXIV) Publications Dept., Institute of Physical Medicine and Rehabilitation, New York University Medical Center, 400 East 34th Street, New York, New York 10016 $1.00

Describes a new approach used to promote rehabilitation through use of services of the New York State Division of Vocational Rehabilitation by Workmen's Compensation Board and the Division of Vocational Rehabilitation. Contains date from experiences of the joint action program.

Evaluation for work by job sample tasks. Robert P. Oners in Vocational Guidance and Rehabilitation Services, June 1964.

A manual designed, for the work evaluator, to guide decisions about policies and activities.

Family and mental health problems in a deaf population. Rainer, J. D., et al. 1963. Columbia University, New York, New York.

Georgia study of handicapped children. 1964. Wishik, S. M. 267p. Published by the Georgia Department of Public Health, State Health Bldg., Atlanta, Ga. 30334

A report on a study of prevalence, disability, needs, resources, and contributing factors.

Institute on work evaluation. 1959. 170p. May T. Marrison Center for Rehabilitation, San Francisco, California

This report of a ten-day institute on work evaluation problems and techniques includes the following pertinent topics: work evaluation criteria, pre-vocational evaluation for severely handicapped, work samples, (Tower system), occupational aids, and industrial engineering. Included in the appendix are detailed outlines of the services utilized at the Morrison Center to assess work samples, tryouts, and adjustment.

Manual of Procedures for the Vocational Training Center of the Association for the Help of Retarded Children, Inc. Muskin, C. L., Nassau County Chapter AHRC, Monograph Series No. 1, New York, New York, 1964.

The AHRC Vocational Training Center and Workshop screens candidates for vocational rehabilitation. The evaluation period requires four to six weeks to complete the total testing experience. The service has been divided into two phases. The purpose of the psychological work-up is to understand the client in terms of intellectual functioning, mental processes, and basic personality structure.

Manual of Standards for Rehabilitation Centers and Facilities. Association of Rehabilitation Centers, Inc. 828 Davis Street, Evanston, Illinois. 1965.

The manual is organized by sections presenting the standards and basic principles underlying them in the following areas: goals, organization, services, personnel, records, reports, fiscal management, and physical plant.

Miller, E. L. Ability and social adjustment at mid-life of persons earlier judged mentally deficient. Dissertation Abstracts, 1962, 23. P. O. Box 1346, Ann Arbor, Michigan 48106

An investigation of the economic and social adjustment of mentally deficient subjects originally studied by Baller (1935) and re-evaluated by Charles (1950). 146 of the orignial group of mental retardates and 120 of the original controls were located and consented to participate. Eleven years after the first study the retarded subjects had become even more stable socially and economically with exception of a higher divorce rate, and limited social and public service participation.

Voelker, P. H. The value of certain selected factors in predicting early post-school employment for educable mentally retarded males. Dissertation Abstracts, 1962. P. O. Box 1346, An Arbor, Michigan 48106

Study of selected factors in predicting post-school for educable mentally retarded males in which 24 boys employed 70% of the time were compared to 20 boys employed 30% of the time. Significant differences were found in reading grade level, arithmetic grade level, combined teacher ratings of certain personality traits, "over-all adjustment" to the special education program and continuity of home life.

Overs, Robert P. & Deutsch, Elizabeth C. Sociological studies of occupations. Personnel & Guidance Journal. Vol. XIV, No. 7. March - 1966, p. 711-715.

A bibliography utilizing 796 studies of occupations was abstracted (100) for counseling use and assigned DOT codes. This article discusses the sociological studies of occupations and the need for a clearing-house.

Eber, H. W. Multivariate analysis of a vocational rehabilitation system. M B R Monograph No. 66-1. Society of Multivariate Experimental Psychology, 52p.

A research study in which the hypothesis was that multivariate statistical methods, particularly factor analysis, offer a great deal toward the achievement of conceptual clarity in areas other than psychological tests scores. 426 cases were included in the analysis.

The Origin of Interests. Roe, Anne & Siegelman, Marvin. American Personnel and Guidance Association, 1964.

Performance tests of intelligence for the adult blind: a comparison of three measures. Bauman, M.K. & Mullen, S.C. AAWB Annual. 1965.

Description and comparison of three new measures: the Haptic Intelligence Scale, the Vocational Intelligence Scale for the adult blind, and the Factual Reproductive Pebboard.

Urich, D.A. Picture inventory of semi-skilled jobs (male and female forms). Brandon: Vermont, Brandon Training School, 1960.

A Picture Inventory of semi-skilled jobs (male and female forms) was developed on the basis of a questionnaire sent to 110 state institutions inquiring as to the major jobs utilized by the mental retardates. The test was an attempt to aid the retardate in his self expression of job preference.

Association of Rehabilitation Centers. Proceedings: 11th & 12th annual workshops. ARC Resource Center, 828 Davis Street, Evanston, Illinois 60201 August 1966.

Includes: The Meaning of Work. and Mental Illness; Job Samples in Work Evaluation Programs; Ego Factors in Reaction to the Physically Disabled.

A Scale of Employability for Handicapped Persons, by Gellman, W., Stern, D., & Soloff, A. 1963. 245p. Jewish Vocational Service, Chicago, Illinois 60606

Discusses in detail the objectives and basic concepts of the Scale, used to predict employment outcomes for vocationally disabled clients. Also, includes a description of research procedures, populations tested, test data, and major conclusions of the study.

Some Explorations of a Theory of Vocational Choice: I. One- and Two-Year Longitudinal Studies. Psychological Monographs, 1962, Holland, J.L.

Some Explorations of a Theory of Vocational Choice and Achievement: II. A Four-Year Prediction Study. Psychological Reports, 1963, Holland, J.L.

Subcontract work done by the workshops for the handicapped in California. California Vocational Rehabilitation Service, Sacramento, California 95814

An analysis of subcontracting work performed by 54 workshops in 1962.

Utilization of Applicable Research and Demonstration Results Project RD-1263-G: Human Interaction Research Institute, 10889 Wilshire Blvd., Los Angeles, California 90024

This report demonstrates the systematic improvement of programs and practices through the utilization of applicable research results. The project develops a strategy for innovation in rehabilitation and has identified the organizational and attitudinal barriers which hinder the utilization and implementation of research results.

Rosenstein, J., & Lerman, A. Vocational Status and Adjustment of Deaf Women. New York: Lexington School for the Deaf, 1963.

Madison Lectures on Vocational Rehabilitation: "The Counselor in our Time". Joseph Samler. Madison, Wisconsin: University of Wisconsin. 1966. 54p.

A series of five lectures given by Joseph Samler, Ph.D., in June, 1966. These lectures present a valuable contribution to the literature on counseling and rehabilitation, plus unpublished new ideas.

Personality and ability in the lower intellectual range: a study of assessment methods. Inst. for Soc. Res., University of Washington, Seattle, Washington, VRA-RD-603, 1964, Taylor. James B.

Taylor deals with the problem of assessment of personality and ability in the lower intellectual range. The study was conducted at Tacoma Goodwill Industries which has since 1954 operated a Rehabilitation Workshop, offering the services of a vocational diagnostic unit. After the client had been admitted to Goodwill he was administered a battery of forty-five tests, twenty-eight of which were taken from standardized tests, while seventeen were drawn from tests developed locally.

Muthard, J. E. Proceedings of the conference on pre-vocational activities. Iowa City, Iowa: State University of Iowa, 1960, 78p.

This report contains highlights of conference papers and discussions on the methods, problems, and research issues involved in measuring work capacity and performance of workshop clients. Of interest to workshop personnel are the descriptions of the work evaluation techniques of the Institute for the Crippled and Disabled, New York City (TOWER System), and the May T. Morrison Center, San Francisco. Brief descriptive summaries of research related to vocational evaluation are also presented.

Sheltered workshops: an architectural guide. (Report of Project No. 883 of the Vocational Rehabilitation Administration). Stillwater, Oklahoma: Oklahoma State University, 1966. 133p.

"The purpose of the guide is to inform the architect of the special needs to be incorporated into the planning of sheltered workshops and to point out to those in other disciplines concerned with the administration and operations of sheltered workshops the special contributions that architecture may make to the success of the program." Factors of consider in planning the construction of a workshop are discussed along with many illustrations. Among these considerations are suitability of space and work stations, accessibility of facilities, storage, diversification of work, and the program of services. Illustrated are layouts of (1) an existing sheltered workshop, (2) the same building with a modified layout, and (3) a new building with a different layout.

What is Deafness? Proceedings of a National Workshop on Improved Vocational Opportunities for the Deaf. University of Tennessee, Memphis, Tennessee.

Vocational evaluation curriculum development workshop, April 1967. Stout State University, Menomonie, Wisconsin.

This report covers a workshop held in conjunction with the Vocational Rehabilitation Administration of the U. S. Department of Health, Education and Welfare. The purpose of the workshop was to plan a graduate program for training "vocational evaluators."

MINNESOTA STUDIES IN VOCATIONAL REHABILITATION

University of Minnesota
Minneapolis, Minnesota

Research plan and bibliography. Dawis, Rene V., et al. Bulletin 21, June 1958.

> This bulletin is the preliminary report on a series of studies dealing with employment problems of the vocationally handicapped. It presents the general plan, together with an annotated bibliography of studies in vocational rehabilitation and employment.

A study of referral information. Bulletin 22, July 1958. Hakes, David T., et al.

> This bulletin deals with the communication problem arising from the referral by vocational rehabilitation counselors of physically handicapped persons who have completed such persons in suitable jobs.

A follow-up study of placement success. Bulletin 23, August 1958. Schletzer, V. M., et al.

> This survey was made to determine the present level of vocational adjustment of vocational rehabilitants and employment service applicants. Data includes present and previous employment status, rehabilitation services received, and other personal information.

A study of 1,637 DVR counselees.

> Out of print.

Methodological problems in rehabilitation research.

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A survey of the physically handicapped in Minnesota. Bulletin 26, December 1958, England, George, et al.

This survey covers interviews at 2,440 households and questionnaires completed by 523 hospitals and related institutions in Minnesota.

Factors related to employment success. Bulletin 27, May 1959. Schletzer, Vera Myers, et al.

Interview data on a statewide sample of 255 physically handicapped individuals of labor force age were analyzed with particular reference to employment problems of the handicapped.

A study of ES applicants. Bulletin 28, September 1959. Stein, Carroll, et al.

This is an analysis of data on samples of physically handicapped applicants from the Minneapolis and St. Paul offices of the Employment Service.

The application of research results. Bulletin 29, November 1959. Dawis, Rene V., et al.

This bulletin summarizes the results and implications of the first two years of research activity of the Industrial Relations Center.

A definition of work adjustment. Bulletin 30, May 1960.

Reviews the literature on job satisfaction, morale, attitudes, motivation, behavioral criteria, and on vocational fitness. A research oriented definition of "work adjustment" is developed in terms of variables, instruments, and procedures.

Attitudinal barriers to employment. Bulletin 32, June 1961. Schletzer, Vera M., et al.

Eight hundred personnel managers and 510 supervisors were surveyed throughout the U. S., concerning their attitudes toward the employment of the physically handicapped in private industry. Total usable returns were obtained from 74% of the personnel managers and 60% of the supervisors.

Validity of work histories obtained by interview. Bulletin 34, September 1961. Weiss, David, et al.

> Work histories for a period of at least five years from 325 individuals were analyzed. Items included job title and duties, dates, hours, salaries, job training, promotions and reasons for separation.

The measurement of employment satisfaction. Bulletin 35, May 1962. Carlson, Robert E., et al.

> A study of satisfaction was conducted to develop criterion measure of satisfaction to add knowledge concerning satisfaction with employment among the physically handicapped.

The measurement of employment satisfactoriness. Bulletin 37, December 1963. Carlson, Robert E., et al.

> This study was undertaken to develop criteria measures of employment satisfactoriness, to examine same among physically handicapped workers, and to determine the relation between satisfactoriness and satisfaction.

A theory of work adjustment. Bulletin 38, Jan. 1964. Dawis, Rene V., et al.

> Offers a theory based on "stimulus, response and reinforcement concepts."

The measurement of vocational needs. Bulletin 39, April 1964. Weiss, David J., et al.

> This bulletin reports on the development of two questionnaires, the N-factors Questionnaire and the Minnesota Importance Questionnaire as measures of vocational needs.

Disability and work. Bulletin 40, October 1964. Lofquist, Lloyd, et al.

This approach defines disability in terms of its effect on work adjustment rather than exclusively in terms of medical diagnostic categories.

Construct validation studies of the Minnesota Importance Questionnaire. Bulletin 41, December 1964.

This bulletin reports studies on the construct validity of the MIQ. The design of these studies was based on Proposition III of the Theory of Work Adjustment.

An inferential approach to occupational reinforcement. Bulletin 42, December 1965. Weiss, David J., et al.

This reports several studies in which an inferential approach to the identification of occupational reinforcement patterns is utilized.

Seven Years of Research on Work Adjustment. Bulletin 43, February 1966.

This is the final report of the Project (VRA Research Project No. 422) giving background information on the two year study of placement problems of the disabled that preceded the Project, the concept and theory of work adjustment that evolved, formal testing of the theory and measurement of variables, and implications of the study findings for the psychology of disability.

Alcoholism, activities of the U. S. Department of Health, Education, and Welfare. 1966. 59 p.

Catalogue No. FS1.2:A11.

Alcoholism, a preventive approach through programs of the Welfare Administration. 1964. 6 p.

Catalogue No. FS14.2:A11

American Women, report of the President's Commission on the Status of Women. 1963. 86 p.

Catalogue No. Pr35.8:W84/am3

Areawide planning of facilities for rehabilitation services, report of Joint Committee of Public Health Service and Vocational Rehabilitation Administration, participation agency, Association of Rehabilitation Centers, Inc. 1963. 88 p.

Catalogue No. FS2.74/3:B2

Bibliography of medical translations. Semi-monthly and annual issue.

Catalogue No. FS2.209/3: Designed to serve medical librarians, research workers, and scientists as a guide to the location of available translations from the foreign biomedical literature. Entries pertinent to biomedicine as follows: behavioral and social sciences, chemistry, earth. Sciences and oceanography, nuclear science and technology, and physics. Each issue contains an author, original journal source, and patient index.

Bibliography on community organization for citizen participation in voluntary democratic associations. 98p.

Catalogue No. Pr35.8:J98/c73

Career guide for demand occupations. Rev. 1965. 40 p.

Catalogue No. L7.25/3:C18/965. This pamphlet for counselors presents the education and other training required, necessary high school subjects, special characteristics of the jobs and selected reference materials.

Case studies of displaced workers, experiences of workers after layoff. 1964. 94 p.

Catalogue No. 12.3:1408. Case studies of worker displacement due to technological change.

Civil service journal. (Quarterly).

Catalogue No. CS1.66: Focuses attention on important developments in the Federal Civil Service.

Counselors guide to occupation and other manpower information. 1965. 87 p.

Catalogue No. L2.3:1421. An anatoted bibliography of selected Government publications.

The court and the chronic inebriate, conference proceedings. 1965. 43 p.

Catalogue No. FS1.2:C83/2

Current projects in prevention, control, and treatment of crime and delinquency. 1965. 432 p.

Directory of homemaker services, 1963, homemaker agencies in the United States, with selected data. 1964. 324 p.

Catalogue No. FS2.2:475/963

Electronic data processing 1, a suggested two year post high school curriculum for computer programers and business application analysts. 1963. 49 p.

Catalogue No. FS5.280:80024

Employment adjustment of veterans with histories of psychosis and psychoneurosis. 1963. 47 p.

Catalogue No. VA1.45:22-1

Employment and earnings and monthly report on the labor force.

Catalogue No. L2.41/2:

Employment opportunities for women in professional accounting. 1955. 40 p.

Catalogue No. L13.3:258

Employment outlook for registered professional nurses, licensed practical nurses, hospital attendants.

Catalogue No. L2.3:1450-70

Employment service review. (Monthly).

Catalogue No. L7.18/2: Contains articles on Employment Service operations in the field of manpower development and utilization, community and industry surveys, and training.

Family group therapy. 1961. 52 p.

Catalogue No. FS2.62:64

Future jobs for high school girls. Rev. 1965. 67 p.

Catalogue No. L13.19:7/3

Getting hired, getting trained. 1965. 112 p.

Catalogue No. FS14.2:461. A study of industry practices and policies on youth employment.

Federal jobs overseas. 1965. 10 p.

Catalogue No. CS1.48:29/19. Explains how jobs overseas are filled, discusses conditions of employment, indicates the kinds of skills agencies use, and lists addresses to which inquiries may be sent.

Guide for internship training in the federal service. 1952. 36 p.

Catalogue No. CS1.48:46

Guides for supervisors. 1965. 117 p.

Catalogue No. A49.8: Su7

Guidelines for stroke rehabilitation program with model plan for community action. 1964. 24 p.

Catalogue No. FS2.6/2:St8

Handbook for young workers, labor laws, training opportunities, sources of help. 1965. 29 p.

Catalogue No. L16.3:271

Health Careers. 1964. 104 p.

Catalogue No. FS2.2:M31/sec. 17. Industry and Occupation data from 1960 census, by State.

Catalogue No. FS2.2:M31/sec. 18. Manpower in the 1960's.

Catalogue No. FS2.2:M31/sec. 19. Location of manpower in eight health occupations.

Health Careers. 1965. 251 p.

Catalogue No. L7.25/3:434

Health Statistics. Rev. 1965. 30 p.

Catalogue No. FS2.102:H34/965. The facts of life and death, selected statistics on the Nation's health and people.

Helping families manage their finances. 1963. 62 p.

Catalogue No. A1. 87:21

Highlights from survey of psychiatric aides. 1964. 18 p.

Catalogue No. FS2.22:P95/11

Homemaker services in United States, report of the 1959 conference. 1960. 257 p.

Catalogue of the National Conference on Homemaker Services.

Index medicus. (Monthly).

Catalogue No. FS2.208/2: Subscription service includes monthly issues and a Part 2 to the January issue title of "Medical Subject Headings" which may be purchased separately. Catalogue No. FS2.208/2:

Instructions for administering and using the interest check list. 1957.

Catalogue No. L7.25:In8/957

Interest check list. 1957. 4 p.

Catalogue No. L7 Form interest check list/957. This is an interviewing aid listing a broad range of activities which are found in most industries and occupations today.

Interviewing guides for specific disabilities.

Vision: Legal blindness and blindness. 1964. 19 p. Catalogue No. L7.54:B61. Vision: Visual impairments. 1964. 14 p.

Job analysis. 1965. 91 p.

Catalogue No. L7.61:E-3. Training and reference manual for job analysis.

Job with the Forest Service, Rev. 1966. 13 p.

Catalogue No. A1.38:843/6. A guide to nonprofessional employment.

Manpower development and training program: clerical and record keeping occupations, suggested one year curriculum. 1962.

Catalogue No. FS5.286:86006

Manual of employment interviewing. 1957. 42 p.

Catalogue No. D201.6Em7

Meeting the challenge of changing skills. 1964. 20 p.

Catalogue No. L7.2:Sk3

Meeting the manpower challenge of the sixties with 40-plus workers. 1960.

Catalogue No. L7.61:E-189

Mental Health and Hygiene. March 1963-December 1964. 1965. 99 p.

Catalogue No. Pr35.8:M52/L71 supp.

Mental retardation abstracts.

Catalogue No. L7.54:M52. Interviewing guides for specific disabilities.

National Library of Medicine, current catalogue.

Catalogue No. FS2.216: Subscription service includes cumulative issues dated Jan-March, Jan-June, Jan-Sept. and an annual cumulation dated Jan-Dec.

National survey of professional administrative, technical, and clerical pay. 1965. 67 p.

Catalogue No. L2.3:1469

New programs in health, education, and welfare for persons and families of low income. 1965. 14 p.

Catalogue No. FS1.2:H34/8

Occupations of totally blinded veterans of World War II and Korea. 1956. 28 p.

Catalogue No. VA1:19:7-10. Survey of several hundred totally blinded veterans, prepared primarily to aid personnel of the veterans administration in vocational guidance of the blind.

The President's Commission on Heart Disease, Cancer and Stroke, report to the President, a National program to conquer heart disease, cancer and stroke. Vol. 1, 1964. 114 p. Vol. 2., 1965. 644 p.

Catalogue No. Pr36.8:H35/P94/V.1
Catalogue No. Pr36.8:H35/P94/V.2

President's Panel on Mental Retardation. 1963.

Catalogue No. Pr35.8:M52/D41. Report of the mission to Denmark and Sweden.
Catalogue No. Pr35.8:M52/Un3. Report of the mission to the U. S. S. R.
Catalogue No. Pr35.8:M52/B39. Report of task force on behavioral and social research.
Catalogue No. Pr35.8:M52/C78. Report of the task force on coordination (special report on State coordination and planning).

Profiles, careers in the U. S. Department of Agriculture. 1964. 179 p.

Catalogue No. A1.2:P94/8

Progress in Prosthetics. 1962. 162 p.

Catalogue No. FS13.202:P94

Prosthetics. 1965. 212 p.

Catalogue No. VA1.23/3:10-3

Public Health reports. (Monthly).

Catalogue No. FS2.7: Publishes scientific, technical, administrative, and analytical articles of interest to the public health profession.

Readings on public employment services. 1965. 766 p.

Catalogue No. Y4.Ed8/1:P96/6

Rehabilitation in drug addiction. 1963. 48 p.

Catalogue No. FS2.22/31:3. A report on a five-year community experiment of the New York Demonstration Center.

Rehabilitation of the disabled in fifty-one countries. 1964. 247p.

Catalogue No. FS13.202:D63/4. This publication describes the ways in which rehabilitation services were started, were made available, became centralized, coordinated, and formed a national publicly supported program.

Rehabilitation programs and facilities of Western Europe. 1963. 820p.

Catalogue No. FS13.202:Eu7. This survey covers 12 countries.

Rehabilitation Record. (Bimonthly).

Catalogue No. FS13.216: This professional magazine of the Vocational Rehabilitation Administration publishes articles on significant new ideas and techniques on rehabilitation of the handicapped.

Report of the Committee on Private Employment to President's Commission on Status of Women. 1964. 55p.

Catalogue No. Pr35.8:W84/Em7/2

Report of the task force on education and rehabilitation. 1963.

Catalogue No. Pr35.8:M52/Ed8

The role of the Civil Service Commission in Federal employment. 1963. 30p.

This pamphlet explains how the commission directs the recruiting and examining programs; agencies make the final selection of persons for specific jobs.

Rural youth in crisis, facts, myths, and social change. 1965. 401p.

Catalogue No. FS14.2:R88

Salaries for selected occupations in services for the blind. May 1961. 1962. 29 p.

Catalogue No. L2.3:1322

Selected bibliography on occupational mental health. 1965. 170 p.

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Selected Social work concepts for public welfare workers. 1964. 150 p.

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Selective placement, hiring the handicapped according to their abilities. Rev. 1963. 25 p.

Catalogue No. CS1.58:9/2

Services in public assistance, role of the caseworker. 1965. 34 p.

66 career fields in the U. S. Department of Commerce. 1966. 96 p.

Catalogue No. C1.2:C18

Small business enterprises in vocational rehabilitation. 1963. 42 p.

Catalogue No. FS13.207:963/47

Social Welfare. Welfare in review. (monthly and annual statistical supplement).

Catalogue No. FS14.10. Covers research, programs, and data on the Welfare Administration.

Starting and managing a small credit bureau and collection service. 1959. 187 p.

Catalogue No. SBA1.24:2

Starting and managing a small bookkeeping service. 1962. 64 p.

Catalogue No. SBA1.15:4

Student assistance handbook, guide to financial assistance for education beyond high school. 1965. 241 p.

Catalogue No. 89-1:S.doc.26

They return to work, job adjustment of psychiatrically disabled veterans of World War II and Korean conflict. 1963. 210 p.

Catalogue No. VA1.19:22-9

To work again, to live again, the vocational rehabilitation of homebound veterans. 1965. 127 p.

Catalogue No. VA1:19:21-65-1

Total rehabilitation of epileptics, gateway to employment. 1962. 207 p.

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Vocational rehabilitation of the disabled: the public program. 1966. 31 p.

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War blinded veterans in a post-war setting. 1958. 260 p.

Catalogue No. VA1.2:B61. A social work follow-up of war blinded veterans between Dec. 7, 1941 and March 31, 1953.

Youth employment programs in perspective. 1965. 121 p.

Catalogue No. FS14.2:Y8

U. S. Department of Labor, Manpower Administration. Young workers: their special training needs. Office of Manpower, Automation and Training. Manpower Research Bulletin No. 3, 1963 (OMAT). 19 p.

Reviews the problems of youths seeking jobs, including inadequate education and training. Discusses special problems of Negro youths, juvenile delinquents, youths from low-income families, handicapped youths, rural youths, and school dropouts.

ABSTRACTS, BIBLIOGRAPHIES, AND REFERENCES

An Inventory of Social and Economic Research in Health. Published annually by the Center for Health Administration Studies, 5555 South Ellis Avenue, Chicago, Illinois 60637

Abstracts for Social Workers. Quarterly. Published by the National Association of Social Workers, 2 Park Avenue, New York, New York 10016

Arthritis and Rheumatic Diseases Abstracts. Monthly. Published by the National Institute of Arthritis and Metabolic Diseases, Bethesda, Maryland 20014

Prepared under contract by Excerpta Medica. Abstracts are of the biomedical world literature relevant to laboratory and clinical research in arthritis and rheumatology.

Birth Defects; Abstracts of Selected Articles. Monthly. Published by the National Foundation, 800 Second Avenue, New York, New York.

Articles selected pertain to clinical and biomedical research.

Child Development Abstracts and Bibliography. Quarterly. Published for the Society for Research in Child Development by the University of Chicago Press, Chicago, Illinois 60637

Dissertation Abstracts. Monthly. Published by University Microfilms, Ann Arbor, Michigan 48107

Abstracts of dissertations and monographs in microfilm.

DSH Abstracts. Quarterly. Published by Deafness, Speech and Hearing Publications, American Speech and Hearing Association, Washington, D. C. 20036

Excerpta Medica, Section XIX: Rehabilitation and Physical Medicine. Monthly. Published by the Excerpta Medica Foundation, Amsterdam, with offices in the United States in the New York Academy of Medicine Bldg., New York, New York 10029

> One of twenty-three abstracting publications of the Foundation indexing the world biomedical literature.

Hospital Literature Index. Quarterly, with annual cumulations. Published by the American Hospital Association, 840 North Lake Shore Drive, Chicago, Illinois 60611. $10.00 (A five-year cumulation is also published.)

> An author-subject index of literature in the English language about hospital administration, planning and financing, and administrative aspects of the medical, paramedical, and prepayment fields.

Psychological Abstracts. Bimonthly. Published by American Psychological Association, Washington, D. C. 20036

Rehabilitation Literature, published monthly by the National Society for Crippled Children and Adults. Systematically indexes and reviews the current literature, much of which pertains to reported research. The Library of the National Society distributes without charge *A Selected List of Periodicals Concerning the Handicapped.*

The Predictive Assessment of the Adult Retarded for Social and Vocational Adjustment. A review of research. Part I. Annotated bibliography. 1966. Department of Psychology. The University of South Dakota. Vermillion, South Dakota.

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The Period of Literature is from January, 1940, to January 1967, utilizing all major abstracting services and includes articles on education and vocational rehabilitation from many periodicals. Over 2200 references appear alphabetically, including a listing of the major journals and a joint author-subject index.

Vocational Abstracts. 1963-64. Editor: Dr. Solomon Shapiro. Published by The Jewish Occupational Council January 1966, 150 Fifth Avenue, New York, New York 10011

An annual survey of the publications, articles and research reports written and prepared by the professional staffs of the Jewish Vocational Services in the United States, Canada, and Israel.

International Society for Rehabilitation of the Disabled. Publications list of source materials available from the society, with annotations and prices. Lists also French and Spanish titles are available. 219 East 44th Street, New York, New York 10017

Rehabilitation References. A listing of papers, pamphlets, books, films, slides, etc. produced by and available from Arc member facilities. Compiled by the Association of Rehabilitation Centers, Inc. Evanston, Illinois, 1966.

Research and Demonstration Projects - 1967. United States Department of Health, Education, and Welfare, Vocational Rehabilitation Administration, Division of Research and Demonstration, Washington, D. C.

An annotated listing 1967. Fourth revision, includes all projects approved since the inauguration of the research and demonstration program in March 1955 - January 1967. Projects are grouped into twenty-one sections with name and address of the grantee, the project director, and a brief description of the project purpose.

Stubbins, J., et al. Workshops for the handicapped: An annotated bibliography, No. 1. Los Angeles; California State College at Los Angeles, 1965. 61pp. Offset.

An annotated bibliography of publications pertinent to workshops for the handicapped, covering the period 1955 to June 1964.

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Lists bibliographic items appearing between July 1964 and June 1965 as well as earlier ones not included in No. 1 of this series.

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This issue has 126 items, featuring articles on the social service and business roles of workshops.

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Contains over 200 references to books, periodical articles, and unpublished reports and theses, compiled as a research project (VRA grant RD-601). Also contains the author's suggestions for the establishment of design and development of specific technics for studies concerned with vocational training, placement, rehabilitation, and evaluation of active or potential deaf workers.

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The reports in the *Handbook* are reproduced in a series of 109 reprints, each of which covers a single occupation, and industry, or a group of related occupations. These reprints enable counselors to make occupational information easily available to more students interested in specific careers.

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> To be used as a textbook in state agency inservice training programs and in graduate training of counselors for the rehabilitation field. Discussed are technics of client evaluation, prevocational training, placement, and follow-up; public relations aspects of placement are stressed. Special problems in placing the blind, mentally retarded, and ex-mental patient are considered.

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> Papers, committee reports, and panel discussions providing an overview of developments in workmen's compensation legislation and its interpretation, work injuries, rehabilitation, medical and legal aspects, and labor's viewpoint toward improvements in workmen's compensation.

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> A report on 7000 mentally retarded persons rehabilitated in fiscal year 1963: Part I, characteristics of 5,909 rehabilitants with mental retardation as the major disabling condition; Part II, characteristics of 1,152 rehabilitants with some other major disabling condition but with mental retardation as a secondary disability.

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The Science Information Exchange of the Smithsonian Institution is a clearinghouse for information on current scientific research actually in progress. The total collection of on going research records registered at S. I. E. is now about 70,000 yearly from 88 federal bureaus and more than 250 state government, foundation and society, university, and industry programs, with a substantial annual growth rate.

How to use the S. I. E.

Information from the Exchange is available only to recognized granting agencies, research institutions, and to investigators associated with recognized research organizations. For further information, write or visit the Science Information Exchange, Suite 300, Madison National Bank Bldg., 1730 M Street, N. W., Washington, D. C. 20036

Small business enterprises for the severely handicapped: a catalogue of small business experiences of the homebound and severely handicapped in the state-federal vocational rehabilitation program. 1955. 152 p. Available from Superintendent of Documents, U. S. Government Printing Offices, Washington, D. C. 20402

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> From materials developed by state rehabilitation agency personnel over a 12-year period. Covers types of business enterprises the handicapped can operate successfully, qualifications of the operator, his preparation and training, choice of site and source of equipment, evaluation technics, reasons for business failure, and resources for assistance. Supplementary information lists types of self-employment suitable for the disabled.

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A brief analysis of data on 1,421 veterans found to be employed during a survey made in 1960. Main portion of the report gives 337 case histories, classified by occupation, with a brief description of the current job, how obtained, veteran's adjustment to it. previous employment, and psychiatric history.

To Work Again, to Live Again; the Vocational Rehabilitation of Homebound Veterans, by U. S. Veterans Administration, Department of Veterans Benefits. 1965. 127 p. figs., tabs. (VA pamphlet 21-65-1, March 1965) Available from Superintendent of Documents, U. S. Government Printing Office, Washington, D.C. 20402

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